UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS
of AMERICA (UAW-CIO)
INTERNATIONAL UNION

INTERNATIONAL HEADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT 2, MICHIGAN

WALTER P. REUTHER
PRESIDENT
GEO. F. ADDES
SEC. & TREAS.

R. J. THOMAS
VICE PRESIDENT
RICHARD T. LEONARD
VICE PRESIDENT

PHONE TRINITY 1-6600

September 22, 1947

A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Brother Randolph:

On behalf of the International Executive Board of the UAW-CIO we are happy to enclose herewith our check in the amount of $1,000.00, which represents our contribution to the National Council for a Permanent FEPC.

The task of the National Council is truly a big one and its importance to the American people cannot be under-estimated.

May we extend our sincere best wishes for your every success.

Fraternally,

Geo F. Addes

George F. Addes
INTERNATIONAL SECRETARY TREASURER

GFA:fh
uopwa#26
attach Ck C1204

NC-FEPC,
Contribution

Mr. Elmer Henderson

September 30, 1947

Mr. George F. Addes
International Secretary-Treasurer
United Automobile, Aircraft, Agricultural
Implement Workers of America
411 West Milwaukee Avenue
Detroit 2, Michigan

Dear Brother Addes:

Permit me on behalf of the officers and members of the National Council for a Permanent FEPC to express are deep appreciation and thanks for the contribution of $1000 from your great organization, to help carry forward the struggle for the enactment of legislation for a permanent FEPC.

Fraternally yours,

A. Philip Randolph
Co-Chairman

APR:BB

~~Contribution~~
NC FEPC
Contri

January 28, 1947

Mr. Arnold Aronson
National Community Relations Advisory Council
295 Madison Avenue
New York City

Dear Arny:

Find enclosed two checks, one for $50 from Sidney E. Cohn, and the other for $10 from Mr. Theodore W. Kheel. These checks were sent in by Mrs. Lillian Poses, who is doing a fine job for FEPC. I assume that you are having letters sent to the donors expressing the appreciation of the National Council for their cooperation.

Sincerely yours,

A. Philip Randolph
International President

APR:BD

re FEP
Contribution

February 4, 1947

Mr. Arnold Aaronson
National Community Relations Advisory Council
295 Madison Avenue
New York, N.Y.

Dear Arnie:

Find enclosed check and copy of letter which are self-eplanatory. I hope you will send Mr. Samuel Jones a letter acknowledging appreciation.

Sincerely yours,

APR:hm
Enc.

A. Philip Randolph
International President

NC-FEPC
Contributions

February 11, 1947

Mr. Arnold Aronson
National Community
Relations Advisory Council
386 Madison Avenue
New York, N. Y.

Dear Arnie;

Find enclosed checks from Moses P. Epstein, $100, and Burton A. Zorn, $25 which were sent in by Mrs. Poses for the National Council.

Sincerely,

APR:ha
Encs.

A. Philip Randolph
International President

NC-FEPC Contribution

April 30, 1947

Mr. Arnold Aaronson
National Community
Relations Advisory Council
295 Madison Avenue
New York, N. Y.

Dear Arny:

Find enclosed check for one hundred and twenty-six dollars and thirty-three cents which is a donation by the Denver Division of the Brotherhood of Sleeping Car Porters. It was raised in a mass meeting staged by the Brotherhood.

Sincerely yours,

APR:ha
Enc.

A. Philip Randolph
International President

NC-FEPC
Contribution

May 27, 1947

Mr. Arnold Aronson
National Community Relations Advisory Council
295 Madison Avenue
New York, N. Y.

Dear Arny:

Find enclosed check and copy of letter which is self-explanatory.

Sincerely yours,

APR:ha
Enc.

A. Philip Randolph
International President

Nc - FEPC
Contributions

July 30, 1947

Mr. Arnold Aronson
National Community Relations Advisory Council
295 Madison Avenue
New York, New York

Dear Arny:

Find enclosed check for $1000 for the National Council for a Permanent FEPC, from the Los Angeles local council, together with copy of letter which is self-explanatory.

Fraternally yours,

A. Philip Randolph
International President

APR:ED
enc.

NC FEPC
contribution

April 11, 1949

Mr. Alex Bail
Playthings, Jewelry & Novelty Workers
International Union, CIO
132 Lafayette Street
New York 13, N. Y.

Dear Brother Bail:

Please accept my sincere thanks for your contribution of $25 to the New York Council for a Permanent FEPC.

We appreciate your continued cooperation and support.

I am enclosing two books of tickets for your use.

Fraternally yours,

A. Philip Randolph
Co-Chairman

apr/h

NC-FEPC
Contribution

August 2, 1947

Mr. James B. Carey, Secretary-Treasurer
Congress of Industrial Organizations
718 Jackson Place, N.W.
Washington, D. C.

Dear Sir and Brother:

Hearings on Bill S 984 by the Sub-Committee of the Senate Committee on Labor and Public Welfare are over. Recommendation was made by the Committee for further study of the bill. We are not deceived by this maneuver and realize that it is polite run-around. The officers and members of the National Council for a Permanent FEPC and the seventy-five or more cooperating organizations fought hard to get the bill on the Senate calendar. We did not expect action on the floor of this Congress but we did hope to get the bill on the calendar so that at the opening of Congress, January 1948, action could proceed to push the bill to the floor. Because of this set back, the National Council for a Permanent FEPC and the various organizations that are affiliated with it have the problem of preventing public opinion from freezing up on FEPC and assuming an attitude of defeatism and cynicism. To this end a nation-wide campaign must be projected immediately to build the fires in the various states and Congressional districts under their Senators and Congressmen who have either been indifferent, apathetic and unconcerned or opposed to FEPC.

Developing public sentiment requires that we put people in the field who will go to the BYPU, Epworth leagues, various religious institutions, local trade unions, fraternal societies, housewives clubs, small business associations, etc., to tell them the story of the struggle for fair employment practice legislation and the formidable opposition it encounters. We have the job of telling the country that FEPC is not only of interest, value, significance and importance to Jews, Catholics, Negroes, Mexicans and Japanese-Americans and people of foreign birth, but that it is of primary and fundamental concern and value to our American democratic institutions and traditions. We must tell the American people the story of what the fair employment practice legislation, when passed by the Congress, will mean to the foreign policy of our country, in Africa, Burma, India and the West Indies, sections of the world in which the name of the United States is not held in high esteem because they wonder what American democracy has practiced in America in relation to minorities will mean to them three thousand miles or more away from the shores of this country. We must tell the people of America that while it is well to extend aid to the peoples of Europe and Asia and to carry forward the banner of democracy abroad, the success of this venture will depend upon the practice of democracy at home, at our very firesides, among the Negroes of Mississippi, the Japanese-Americans on the Pacific Coast, the Mexicans in the Southwest, the foreign born all over this country, the Catholics in the South and the Jews throughout America.

But to carry this story to the people in the cities, villages and hamlets, and especially in those strategic states which the Democratic and Republican Parties will need, if either will win the Presidential election in 1948, such as Illinois, Indiana, Ohio, Pennsylvania, West Virginia, Kentucky, New Jersey, New York or Maryland, it will cost money.

We have made out a budget which we consider will provide the means for developing an effective nation-wide campaign. This budget amounts to nine thousand dollars a month. We judge that our campaign must extend through June of 1948 and hence one can see what is involved in terms of finance. One of the means through which we hope to raise funds are councils. interracial, inter-union and interfaith in composition in the various cities of the country. Even in the South we have established local councils that are functioning and from which we hope to secure funds but this is a slow process. These funds will come in the form of nickles and dimes, quarters and dollars. We need them. They involve the masses, and we must mobilise the masses to bring pressure upon their Senators and Congressmen in order to make them move on FEPC. The next source of income is the trade unions. We consider this an immediate source. A source from which we hope to get funds today and the next day. Funds that would enable us to project our campaign right away so that we may be able to establish local councils from which we may be able to secure funds later.

Therefore, I am appealing to your organisation for a substantial contribution to the fight to secure Bills S 984 and H.R. 2824.

It may be of interest to you to know that we are getting some favorable response from our appeal to the unions, although we have just begun to carry on a general campaign for financial help from the unions.

One of our largest contributions have come from the International Ladies Garment Workers Union which gave the National Council for a Permanent FEPC ten thousand dollars last year and as a result of Convention action in Cleveland has agreed to give five thousand dollars this year which we expect to receive next week or so. John L. Lewis of the United Mine Workers sent us a check for five thousand dollars. The National Hotel and Restaurant Employees Alliance and International Bartenders League through Brother Hugo Ernst contributed two thousand dollars to the Council. The Laundry Workers Joint Board of the Amalgamated Clothing Workers of America CIO, contributed five hundred dollars last year and five hundred dollars this year. We have been assured of financial support from the Amalgamated Clothing Workers of America through Brother Jacob Potofsky. The Brotherhood of Sleeping Car Porters has made an initial contribution of ten thousand dollars with continuing subsequent financial help which runs into considerable amounts over a period of two or more years.

May I say that the National Council for a Permanent FEPC has the support and cooperation of the Federal Council of Churches of Christ in America, B'nai B'rith, the Catholic Interracial Commission and other national Catholic organizations, the CIO and AFL and some seventy or more organizations.

May I express my great appreciation for the assurance of Brother Philip Murray of the support of the CIO with a contribution of five thousand dollars. I need not tell you that when this news breaks it will constitute a tremendous stimulus and inspiration to the liberal forces of this country and especially the minorities. It is the hope of the Council that we may get a covering letter on the contribution which we may use for publicity in our campaign for funds among other CIO national and international unions and for general publicity.

We hail your great organization for the courageous and constructive fight you have and are making against discrimination on account of race, color, creed or country, within and on the outside of your movement.

Fraternally yours,

APR:hs

A. Philip Randolph
International President

August 14, 1947

Mr. James B. Carey
Secretary-Treasurer
Congress of Industrial Organizations
718 Jackson Place N.W.
Washington, D.C.

Dear Mr. Carey:

May I express the deep appreciation of Co-Chairman Randolph and the Board of Directors of the National Council for a Permanent FEPC for the additional contribution of Five Thousand Dollars ($5,000.) from the Congress of Industrial Organizations received with your letter of August 13.

We can assure you that this money will be spent in the most effective and economical manner possible toward the end of the passage by Congress of an Act to insure fair employment practices for all Americans regardless of race, religion or national origin.

I am sure that Mr. Randolph will write you himself as soon as he returns to his desk.

Please accept our highest regards.

Sincerely yours,

Elmer W. Henderson
Executive Secretary

Receipt enclosed.

NC-FEPC
Contribution

COPY

August 13, 1947

Mr. A. Philip Randolph
Co-Chairman
National Council for a Permanent FEPC
930 F Street N.W.
Washington, D.C.

Dear Sir and Brother:

In order to help meet the expenses of the expanded campaign of the National Council for a Permanent FEPC, President Philip Murray and the Executive Officers of the Congress of Industrial Organizations are herewith enclosing an additional contribution in the amount of Five Thousand ($5000) Dollars.

We are convinced that nothing short of Congressional action to end discrimination in employment can prevent the freezing of American workers into existing undemocratic patterns. We must eliminate the practice of having race or religion take precedence over ability and desire to work. Fair employment practices are basic and fundamental and every American must be afforded equal opportunity to earn a decent living regardless of race, color or creed.

The Council can be assured of our full support to bring to a halt the stalling and crippling tactics of those Congressmen and Senators who thus far have been successful in preventing the passage of such legislation.

Fraternally yours,

James B. Carey
Secretary-Treasurer, CIO,
Chairman, Committee to Abolish
Discrimination

Enclosure

NC-FEPC
Contri

XXXXXXXXXXXXXXXXXX
Elmer W. Henderso

- 217 W. 125 St.
N.Y.C.

October 10, 1947

Mr. David Dubinsky, President
International Ladies Garment Workers Union
1710 Broadway
New York, N. Y.

Dear Dave;

I note you are quite busy with the forthcoming convention of the AFL but I would appreciate immensely if you would send the National Council for a Permanent FEPC the check for five thousand dollars which you planned to give us to carry on the fight. We are getting our forces lined up now so as to have our machinery in operation when Congress convenes.

Fraternally yours,

APR:ha

A. Philip Randolph
Co-Chairman

April 8, 1947

Mr. Martin Feldman
Plastic & Novelty Workers Union
Local 132, ILGWU
[illegible] Broadway
New York 13, N. Y.

Dear Brother Feldman:

Please accept my sincere thanks for your additional contribution of $50 to the New York Council for a Permanent FEPC.

We appreciate your continued cooperation and support.

Fraternally yours,

A. Philip Randolph
National Council Chairman

apr/b

Jan. 25, 1946.

Mrs. Anna Arnold Hedgeman
National Council for A Permanent FEPC
930 F Street, N.W.,
Washington 4, D.C.

Dear Ann,

Enclosed is a check for $200.00 to help towards winning the fight for a permanent FEPC.

Sorry this is so small, but as soon as there is a few more dollars available, I will send it directly to you.

With best wishes, I am

Sincerely yours,

Irving Salert
Field Director.

Salert:lss/bo.

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

A. N. WILLIAMS
PRESIDENT

SYMBOLS
DL=Day Letter
NL=Night Letter
LC=Deferred Cable
NLT=Cable Night Letter

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

WU 277 PD=WF WASHINGTON DC JUN 12 958A

A PHILIP RANDOLPH, ATTENTION MISS HAZEL ALVES=
BROTHERHOOD OF SLEEPING CAR PORTERS=

=RECEIVED CHECK FOR $4500 FROM ANTI-DEFAMATION LEAGUE YOU MAY ANNOUNCE IT IN MEETING TODAY=

ELMER W HENDERSON EXECUTIVE SECRETARY
NATIONAL COUNCIL FOR A PERMANENT FEPC.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 2233

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Chairman, Executive Committee
ROY WILKINS
Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
ELMER W. HENDERSON

xc – FEPC contributions

July 7, 1947

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 W. 125th St.,
New York, N. Y.

Dear Mr. Randolph,

I know you will be pleased to receive the enclosed communication from Nelson Rockefeller which contained a check for $1000.00. I have forthwith deposited it in our New York account. Is there any way you can persuade him, in spite of his other obligations, to continue to serve on our National Campaign Committee?

With highest regards and my best wishes for a pleasant summer, I am

Sincerely yours,

Elmer W. Henderson
Executive Secretary

EWH/EH
Encl.

248

July 30, 1947

Mr. Elmer Henderson, Executive Secretary
National Council for a Permanent FEPC
930 F Street, N. W.
Washington, D. C.

Dear Elmer:

Find enclosed copies of letters that are self-explanatory.

Fraternally yours,

A. Philip Randolph
International President

APR:BD
enc.

re FEPC
Contributions

copy to Arnold Aronson

August 20, 1947

Mr. Elmer Henderson, Executive Secretary
National Council for a Permanent FEPC
[illegible] F Street, N. W.
Washington, D. C.

Dear Elmer:

Find enclosed copy of letter which is self-explanatory.

Fraternally yours,

A. Philip Randolph
International President

APR:EB
enc.

NC - FEPC
Contribution

August 25, 1947

Mr. Elmer W. Henderson, Executive Secretary
National Council for a Permanent FEPC
930 F Street, N.W.
Washington, D.C.

Dear Elmer:

It is encouraging to receive your note that you have received the check of $5000 from the CIO with the splendid letter Jim Carey sent. Now, I think we ought to utilize the contributions from the CIO and Philip Murray to great advantage through publicity. It ought to help us build up the funds we need without any great difficulty. I hope you will take this up with Paul so that you and he can work out a publicity campaign based upon these contributions.

Sincerely yours,

APR:BB

A. Philip Randolph
International President

UNITED MINE WORKERS OF AMERICA

Thomas Kennedy
Secretary-Treasurer

United Mine Workers Building
Washington, D.C.

June 3, 1947

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, New York

Dear Sir and Brother:

Your letter to President Lewis, under date of May 27, regarding a contribution to the National Council for a Permanent Fair Employment Practice Committee in the interest of securing the enactment of pending bills in Congress has been discussed by the resident International officials of our organization.

Pursuant to decision of these parties, I have the pleasure of enclosing herewith check in amount of $5,000 as a contribution from the United Mine Workers of America for the furtherance of the work you have in mind on this very important subject. President Lewis, Vice-President O'Leary and the undersigned extend to your Council our best wishes for the success of the work which lies ahead.

Very truly yours,

Thomas Kennedy
Secretary-Treasurer

Enc.
K:k

NC-FEPC Contributor

Same letter sent to John L. Lewis

xxxxxxxxxxxxxxxxxxx
Elmer Henderson

217 W. 125 St.
New York, N.Y.

June 13, 1947

Mr. Thomas Kennedy
Secretary-Treasurer
United Mine Workers of America
United Mine Workers Building
Washington, D. C.

Dear Sir and Brother:

Permit me on behalf of the officers and members of the National Council for a Permanent FEPC to express our appreciation and thanks from the bottom of our hearts for the liberal contribution of five thousand dollars to the fight for legislation for a permanent FEPC. I assure you that this financial assistance will give new hope and inspiration to our National Council for a Permanent FEPC and enable the movement to move forward with redoubled faith and determination to finish the fight for FEPC which is necessary for the strengthening of our democratic tradition and building respect for the American foreign policy among the peoples of the world.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

~~[illegible]~~
NY-FEPC
Contribution

March 28, 1947

Mr. J. Kessler
Waterproof Garment Workers Union
Local 20, ILGWU
1182 Broadway
New York 1, N. Y.

Dear Brother Kessler:

Please accept my sincere thanks for your contribution of $15 to the New York Council for a Permanent FEPC.

We will keep you informed of developments in the legislative fight and hope we can count on your continued cooperation.

Fraternally yours,

A. Philip Randolph
International President

apr/h

NC-FEPC
Contributions

May 27, 1947

Mrs. Ida Lee, President
Las Estrellas De Arte Club
804 Beecher Street, Apt. 3
Cincinnati, Ohio

Dear Friends:

Just a word on behalf of the National Council for a Permanent FEPC and myself personally of our sincere appreciation and thanks for your contribution of fifty dollars to the fight for FEPC. This is indeed a fine expression of interest in and cooperation with the movement for the common good of all minorities.

I assure you it was a pleasure to share in the fine fellowship spirit of your splendid meeting. I enjoyed it immensely.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

Nc-FEPC
Contribution

May 27, 1947

Mr. John L. Lewis, President
United Mine Workers
United Mine Workers Building
Washington, D. C.

My dear Friend and Brother:

Pursuant to our conversation in your office yesterday, May 26th, concerning the United Mine Workers making a contribution to the National Council for a Permanent FEPC in the interest of securing the enactment of bills now before Congress, supported by the A. F. of L. and the CIO, may I say that I am, herewith, sending you a letter as you suggested.

The National Council for a Permanent Fair Employment Practice Committee is an all-embracing, coordinating committee which includes such organizations as the Federal Council of the Churches of Christ in America, the National Boards of the YMCA and the YWCA, the National Association for the Advancement of Colored People, B'nai B'rith, the A.F. of L. and CIO, National Urban League, the American Civil Liberties Union and a number of other groups.

The National Council for a Permanent FEPC has only one reason for being, one objective, namely the securing of the enactment of federal legislation for a permanent Fair Employment Practice Commission.

At the last convention of the A.F. of L. in Chicago not only was a resolution passed supporting legislation for a permanent FEPC, but the National Council for a Permanent FEPC, which is leading the fight for this legislation, was also endorsed by the convention.

Now, on June 11, 12, 13, 19, 20, 21, hearings will be held by a Sub-Committee of the Senate Committee on Labor and Public Welfare, on the bill before the Senate S. 984. This Committee is headed by Senator Donnell of Missouri.

Conscious of the fact that the Senator's and Congressmen on the Hill in Washington respond only to pressure from their own districts and states, the National Council is in the process of developing nation-wide public sentiment back of the bills in Congress. This work requires people in the field to visit and speak to various church groups, student bodies, trade unions, fraternal societies, etc. It is our purpose to put as many such people in the field as we can. We already have an office at 930 F Street, N. W. in Washington, with an Executive Director, legislative man and a small office staff. We hope to put out considerable publicity both in the form of leaflets and newspaper statements, if our funds are sufficient.

To this end, we have set up a budget of $80,000 or more.

This movement is conducted on three committee levels, a National Board of Directors, which represents final authority, on which we have representatives from the organizations aforementioned; the Policy Committee, which deals members of the aforementioned organizations sit; and the Administrative Committee to deal with problems of personnel and management.

In order to spearhead our drive for funds, we are holding a trade union luncheon on June 9th in New York City. This luncheon will be attended by representatives of the various trade unions of the A.F. of L. of New York City. The letter calling the trade unions to attend this luncheon is being signed by Matthew Woll, David Dubinsky, James Quinn and myself. It is my hope and wish that we may be able to announce at this luncheon a substantial contribution from the United Mine Workers of America. I am confident that if we are able to announce such a contribution, it will constitute the key to the solution of our financial problem.

As I suggested to you, I hope we may be able to announce that you have sent a check for $10,000. Up-to-date, most of the funds of the National Council have come from local councils in various communities, where the plain people have give a dime to a dollar or more. The Brotherhood of Sleeping Car Porters, of which I am a part, has contributed during the three years existence of the National Council, $30,000 to $40,000. The International Ladies Garment Workers Union, has contributed over a period of two years some $12,000 or more. The National Association for the Advancement of Colored People has contributed $2,000 in the last few weeks, and has promised us $5,000.

It appears that our budget will not nearly meet the needs and demands of our fight for this measure, but we set up this budget. Matthew Woll has suggested that we hold comparable luncheons in Philadelphia, Boston and Chicago as a means of raising funds.

May I say that it was indeed a great pleasure and delight to talk with you and to see you in such good health. Thanking you for your interest and fine spirit of cooperation, I am

Fraternally yours,

A. Philip Randolph
[illegible]

[illegible]

Please make two copy of this and send
to [illegible] Henderson

Re-FEPC
Contribution

United Steelworkers of America

CIO

1500 COMMONWEALTH BUILDING
Pittsburgh, Pa.

PHILIP MURRAY
PRESIDENT

GRANT 5254

August 6, 1947.

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York, 27, New York.

Dear Sir and Brother:

I am in receipt of your communication of August 2d, and note your request for a contribution to carry on the work of the National Council for a Permanent F.E.P.C. In response thereto, the United Steelworkers of America is making a contribution of Twenty-five hundred ($2500.00) Dollars, which will be forwarded to you by Mr. David J. McDonald, Secretary-Treasurer of our organization.

Our Union has an appreciation of the fine work which the National Council has been doing, and also the various organizations that are affiliated with it, and like you, we believe that the work must be carried on until the lofty and legitimate objectives of the National Council for a Permanent F.E.P.C. have been attained.

The United Steelworkers of America, as well as the National CIO and its affiliated unions, are contributing their energies, their monies and their wisdom with all other constructively-minded and progressive groups to the work which the National Council for a Permanent F.E.P.C. has undertaken. It therefore affords me pleasure, on behalf of our Union, to make this contribution.

With every good wish, I am

Very truly yours,

Philip Murray

President.

cc: Mr. D. J. McDonald.

PM/G.

NC-FEPC
Contribution

August 2, 1947

Mr. Philip Murray, President
United Steel Workers of America
1500 Commonwealth Building
Pittsburgh, 22, Pa.

Dear Sir and Brother:

Hearings on Bill S 984 by the Sub-Committee of the Senate Committee on Labor and Public Welfare are over. Recommendation was made by the Committee for further study of the bill. We are not deceived by this maneuver and realize that it is polite run-around. The officers and members of the National Council for a Permanent FEPC and the seventy-five or more cooperating organizations fought hard to get the bill on the Senate calendar. We did not expect action on the floor of this Congress but we did hope to get the bill on the calendar so that at the opening of Congress, January 1948, action could proceed to push the bill to the floor. Because of this set back, the National Council for a Permanent FEPC and the various organizations that are affiliated with it have the problem of preventing public opinion from freezing up on FEPC and assuming an attitude of defeatism and cynicism. To this end a nation-wide campaign must be projected immediately to build the fires in the various states and Congressional districts under those Senators and Congressmen who have either been indifferent, apathetic and unconcerned or opposed to FEPC.

Developing public sentiment requires that we put people in the field who will go to the BYPU, Epworth Leagues, various religious institutions, local trade unions, fraternal societies, housewives clubs, small business associations, etc., to tell them the story of the struggle for fair employment practice legislation and the formidable opposition it encounters. We have the job of telling the country that FEPC is not only of interest, value, significance and importance to Jews, Catholics, Negroes, Mexicans and Japanese-Americans and people of foreign birth, but that it is of primary and fundamental concern and value to our American democratic institutions and traditions. We must tell the American people the story of what the fair employment practice legislation, when passed by the Congress, will mean to the foreign policy of our country, in Africa, Burma, India and the West Indies, sections of the world in which the name of the United States is not held in high esteem because they wonder what American democracy has practiced in America in relation to minorities will mean to them three thousand miles or more away from the shores of this country. We must tell the people of America that while it is well to extend aid to the peoples of Europe and Asia and to carry forward the banner of democracy abroad, the success of this venture will depend upon the practice of democracy at home, at our very firesides, among the Negroes of Mississippi, the Japanese-Americans on the Pacific Coast, the Mexicans in the Southwest, the foreign born all over this country, the Catholics in the South and the Jews throughout America.

But to carry this story to the people in the cities, villages and hamlets, and especially in these strategic states which the Democratic and Republican Parties will need, if either will win the Presidential election in 1948, such as Illinois, Indiana, Ohio, Pennsylvania, West Virginia, Kentucky, New Jersey, New York or Maryland, it will cost money.

We have made out a budget which we consider will provide the means for developing an effective nation-wide campaign. This budget amounts to nine thousand dollars a month. We judge that our campaign must extend through June of 1948 and hence one can see what is involved in terms of finance. One of the means through which we hope to raise funds are councils, interracial, inter-faith and inter-union in composition in the various cities of the country. Even in the South we have established local councils that are functioning and from which we hope to secure funds but this is a slow process. These funds will come in the form of nickles and dimes, quarters and dollars. We need them. They involve the masses, and we must mobilize the masses to bring pressure upon their Senators and Congressmen in order to make them move on FEPC. The next source of income is the trade unions. We consider this an immediate source. A source from which we hope to get funds today and the next day. Funds that would enable us to project our campaign right away so that we may be able to establish local councils from which we may be able to secure funds later.

Therefore, I am appealing to your organization for a substantial contribution to the fight to secure Bills S 984 and H.R. 2824.

It may be of interest to you to know that we are getting some favorable response from our appeal to the unions, although we have just begun to carry on a general campaign for financial help from the unions.

One of our largest contributions have come from the International Ladies Garment Workers Union which gave the National Council for a Permanent FEPC ten thousand dollars last year and as a result of Convention action in Cleveland has agreed to give five thousand dollars this year which we expect to receive next week or so. John L. Lewis of the United Mine Workers sent us a check for five thousand dollars. The National Hotel and Restaurant Employees Alliance and International Bartenders League through Brother Hugo Ernst contributed two thousand dollars to the Council. The Laundry Workers Joint Board of the

Amalgamated Clothing Workers, CIO, contributed five hundred dollars last year and five hundred dollars this year. We have been assured of financial support from the Amalgamated Clothing Workers of America through Brother Jacob Potofsky. The Brotherhood of Sleeping Car Porters has made an initial contribution of ten thousand dollars with continuing subsequent financial help which runs into considerable amounts over a period of two or more years.

May I say that the National Council for a Permanent FEPC has the support and cooperation of the Federal Council of Churches of Christ in America, B'nai B'rith, the Catholic Interracial Commission and other national Catholic organizations, the CIO and AFL and some seventy or more organizations.

May I say that I am greatly appreciative of your assurance that your organization, The United Steel Workers of America will also make a contribution to the National Council for a Permanent FEPC to carry on this fight in addition to the CIO. I need not tell you that when this news breaks it will constitute a tremendous stimulus and inspiration to the liberal forces of this country and especially the minorities. It is the hope of the Council that we may get a covering letter on the contribution which we may use for publicity in our campaign for funds among other CIO national and international unions and for general publicity.

We hail your great organization for the courageous and constructive fight you have and are making against discrimination on account of race, color, creed or country, within and on the outside of your movement.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

xc—FEPC
Contribution

August 15, 1947

Mr. Philip Murray, President
United Steelworkers of America
1500 Commonwealth Building
Pittsburgh, Pa.

Dear Brother Murray:

In the name of the officers and members of the National Council for a Permanent FEPC, I want to express our profound gratitude to the United Steelworkers of America for the generous contribution of $2500 to the fight for the enactment of legislation for fair employment practice, and specifically Bills S 984 and H.R. 2824. I assure you that this manifestation of interest in and cooperation with the fight for a permanent FEPC by the United Steeworkers of America under your able and brillant leadership will stimulate the interest of the workers as well as the general public in this fight to eliminate discrimination on account of race, color, religion, national origin or ancestry in the field of employment relations.

I want to express our appreciation for the fine letter expressing the spirit of the United Steelworkers of America, CIO for the fight for permanent FEPC. It will be most helpful in developing our publicity program in this struggle.

Cordially and Fraternally,

APR:hm

A. Philip Randolph
International President

UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS
of AMERICA (UAW-CIO)
INTERNATIONAL UNION

INTERNATIONAL HEADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT 2, MICHIGAN

WALTER P. REUTHER
PRESIDENT
GEO. F. ADDES
SEC. & TREAS.

R. J. THOMAS
VICE PRESIDENT
RICHARD T. LEONARD
VICE PRESIDENT

PHONE TRINITY 1-6600

xc - FEPC
Contribution

August 20, 1947

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters, AFL
217 West 125th Street
New York 27, New York

Dear Brother Randolph:

This will acknowledge receipt of your letter of August 15, in which you appeal for contributions to carry on the important work of the National Council for a Permanent FEPC.

As I advised you at the meeting in New York, you can be certain of my complete and wholehearted support on this matter.

All contributions by the UAW-CIO are acted upon by the International Executive Board which will convene in Buffalo on September 8. I shall raise your request with the Board and urge favorable action.

Kind personal regards,

Fraternally yours,

Walter P. Reuther

Walter P. Reuther
President

wpr:sg

xc-FEPC
Contribution

August 15, 1947

Mr. Walter P. Reuther
International President
United Automobile, Aircraft, Agricultural
Implement Workers of America
411 West Milwaukee Avenue
Detroit, Michigan

Dear Sir and Brother:

Hearings on Bill S 984 by the Sub-Committee of the Senate Committee on Labor and Public Welfare are over. Recommendation was made by the Committee for further study of the bill. We are not deceived by this maneuver and realise that it is polite run-around. The officers and members of the National Council for a Permanent FEPC and the seventy-five or more cooperating organisations fought hard to get the bill on the Senate calendar. We did not expect action on the floor of this Congress but we did hope to get the bill on the calendar so that at the opening of Congress, January 1948, action could proceed to push the bill to the floor. Because of this set back, the National Council for a Permanent FEPC and the various organisations that are affiliated with it have the problem of preventing public opinion from freezing up on FEPC and assuming an attitude of defeatism and cynicism. To this end a nation-wide campagin must be projected immediately to build the fires in the various states and congressional districts under the senators and congressmen who have either been indifferent, apathetic and unconcerned or opposed to FEPC.

Developing public sentiment requires that we put people in the field who will go to the BYPU, Epworth Leagues, various religious institutions, local trade unions, fraternal societies, housewives clubs, small business associations, etc., to tell them the story of the struggle for fair employment practice legislation and the formidable opposition it encounters. We have the job of telling the country that FEPC is not only of interest, value, significance and importance to Jews, Catholics, Negroes, Mexicans and Japanese-Americans and people of foreign birth but that it is of primary and fundamental concern and value to our American democratic institutions and traditions. We must tell the American people the story of what the fair employment practice legislation, when passed by the Congress, will mean to the foreign policy of our country, in Africa, Burma, India and the West Indies, sections of the world in which the name of the United States is not held in high esteem because they wonder what American democracy has practiced in America in relation to minorities will mean to them three thousand miles or more away from the shores of this country. We must tell the people of America that while it is well to extend aid to the peoples of Europe and Asia and to carry forward the banner of democracy abroad, the success of this venture will depend upon the practice of democracy at home, at our very firesides, among the Negroes of Mississippi, the Japanese-Americans on the Pacific Coast, the Mexicans in the Southwest, the foreign born all over this country, the Catholics in the South and the Jews throughout America.

But to carry this story to the people in the cities, villages and hamlets, and especially in those strategic states which the Democratic and Republican Parties will need, if either will win the Presidential election in 1948, such as Illinois, Indiana, Ohio, Pennsylvania, West Virginia, Kentucky, New Jersey, New York or Maryland, it will cost money.

We have made out a budget which we consider will provide the means for developing an effective nation-wide campaign. This budget amounts to nine thousand dollars a month. We judge that our campaign must extend through June of 1948 and hence one can see what is involved in terms of finances. One of the means through which we hope to raise funds are councils, interracial, inter-union and interfaith in composition in the various cities of the country. Even in the South we have established local councils that are functioning and from which we hope to secure funds but this is a slow process. These funds will come in the form of nickles and dimes, quarters and dollars. We need them. They involve the masses, and we must mobilize the masses to bring pressure upon their senators and congressmen in order to make them move on FEPC. The next source of income is the trade unions. We consider this an immediate source. A source from which we hope to get funds today and the next day. Funds that would enable us to project our campaign right away so that we may be able to establish local councils from which we may be able to secure funds later.

Therefore I am appealing to your organization for a substantial contribution to the fight to secure Bills S 984 and H.R. 2824.

It may be of interest to you to know that we are getting some favorable response from our appeal to the unions, although we have just begun to carry on a general campaign for financial help from the unions.

One of our largest contributions have come from the International Ladies Garment Workers Union which gave the National Council for a Permanent FEPC ten thousand dollars last year and as a result of Convention action in Cleveland has agreed to give five thousand dollars this year which we expect to receive next week or so. John L. Lewis of the United Mine Workers sent us a check for five thousand dollars this year.

The National Hotel and Restaurant Employees Alliance and International Bartenders League through Brother Hugo Ernst contributed two thousand dollars to the Council. The Laundry Workers Joint Board of the Amalgamated Clothing Workers, CIO, contributed five hundred dollars last year and five hundred dollars this year. We have been assured of financial support from the Amalgamated Clothing Workers of America through Brother Jacob Potofsky. The Brotherhood of Sleeping Car Porters has made an initial contribution of ten thousand dollars with continuing subsequent financial aid which runs into considerable amounts over a period of two years or more.

May I say that the National Council for a Permanent FEPC has the support and cooperation of the Federal Council of Churches of Christ in America, B'nai B'rith, the Catholic Interracial Commission and other national Catholic organizations, the CIO and AFL and some seventy or more other national organizations.

May I say I am greatly appreciative of your assurance that your Organization, the United Automobile, Aircraft, Agricultural Implement Workers of America, will also make a contribution to the National Council for a Permanent FEPC to carry on the fight. I need not tell you that when this news breaks it will constitute a tremendous stimulus and inspiration to the liberal forces of this country and especially the minorities. It is the hope of the Council that we may get a covering letter on the contribution which we may use for publicity in our campaign for funds among other CIO national and international unions and for general publicity.

Fraternally yours,

APR:hm

A. Philip Randolph
International President

UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS of AMERICA (UAW-CIO)

INTERNATIONAL UNION

INTERNATIONAL HEADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT 2, MICHIGAN

WALTER P. REUTHER
PRESIDENT
GEO. F. ADDES
SEC. & TREAS.

R. J. THOMAS
VICE PRESIDENT
RICHARD T. LEONARD
VICE PRESIDENT

PHONE TRINITY 1-6600

September 16, 1947

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, New York

Dear Brother Randolph:

This is to inform you that the International Executive Board at its meeting in Buffalo last week, voted to contribute $1,000 to aid in the work of the National Committee for a Permanent FEPC.

With best wishes,

Fraternally yours,

Walter P Reuther

Walter P. Reuther
President

wpr:sg

NC-FEPC
Contribution

October 3, 1947

Mr. Walter P. Reuther, President
United Automobile, Aircraft, Agricultural
Implement Workers of America
411 West Milwaukee Avenue
Detroit 2, Michigan

Dear Brother Reuther:

Permit me to express on behalf of the officers and members of the National Council for a Permanent FEPC, our sincere appreciation and thanks for the contribution of $1,000 to aid in carrying on the work to secure the enactment of legislation for a permanent FEPC. I assure you that this contribution will not only help us financially, but it will give the whole movement a fine morale lift.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

APR:HB

30 Rockefeller Plaza
New York 20, N. Y.

Room 5600

July 2, 1947

Dear Mr. Randolph:

Thank you for your telegram of May twenty-fourth which arrived as I was preparing to leave for a trip to Venezuela. I am pleased to enclose a check in the amount of $1,000 payable to the National Council for a Permanent FEPC as a contribution toward the continuing program the Council is planning.

While I should like to continue as a member of the National Campaign Committee, unfortunately, work in connection with the development of the International Basic Economy Corporation and the American International Association for Economic and Social Development has made it necessary for me to curtail my outside activities. Therefore, it is with sincere regret that I must ask you to accept my resignation from that Committee. This decision in no way indicates any lessening of interest on my part in the important work the Council is set up to do.

Sincerely,

Nelson A. Rockefeller

Mr. A. Philip Randolph
930 F Street, N. W.
Washington 4, D. C.

Telephone: GRamercy 7-3987

Jewish Labor Committee
175 EAST BROADWAY
NEW YORK 2, N. Y.

NC-FEPC
Gen

ADOLPH HELD, *Chairman*
JOSEPH BASKIN, *Secretary*
DAVID DUBINSKY, *Treasurer*
JACOB PAT, *Executive Secretary*
N. CHANIN, *Chairman, Office-Committee*

Vice-Chairmen
J. BRESLAW
N. CHANIN
M. COHEN
I. FEINBERG
B. GEBINER
I. H. GOLDBERG
P. L. GOLDMAN
R. GUSKIN
J. HOCHMAN
L. HOLLANDER
E. JESHURIN
B. KAPLAN
M. KUDISH
A. MILLER
I. MINKOFF
N. M. MINKOFF
I. NAGLER
S. RIFKIN
J. ROBERTS
J. SCHLOSSBERG
S. SHORE
J. WEINBERG
M. WEINSTEIN
S. WOLCHOK
M. ZARITSKY
CH. ZIMMERMAN

L. ARKIN, Boston
H. BERGER, Philadelphia
J. BERNSTEIN, Detroit
M. BIALIS, Chicago
J. BLUME, Boston
S. CAPLAN, Baltimore
B. COHEN, St. Louis
A. KIRZNER, Toronto
J. LEVITT, Los Angeles
L. LEVY, Los Angeles
T. MEISEL, Mexico
S. OSHRY, Pittsburgh
M. RUBINSTEIN, Montreal
B. SHANE, Montreal
J. SIEGEL, Chicago
H. TURK, Baltimore
J. WEISBERG, Cleveland

Jan. 25, 1947.

Mr. A. Philip Randolph
217 West 125th St.,
New York City.

Dear Brother Randolph:

Enclosed is a copy of the a letter sent today to Mrs. Hedgeman of the National Council for a Permanent FEPC.

Sincerely yours,
Irving Salert
Field Director

oeiu:153/bc.

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE ST., 5TH FLOOR
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS

TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.

PACIFIC COAST HEADQUARTERS
1716 SEVENTH STREET
OAKLAND 7, CALIF.
TEL. TWIN OAKES 0894

440

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

Answer
Henderson

Los Angeles 11, California
1208 East 20, Street
July 14, 1947.

Mr. A. Philip Randolph, Int'l President
Brotherhood of Sleeping Car Porters
217 West 125, Street
New York 27, New York.

Dear Sir and Brother:

Enclosed please find a check from the local chapter of the F.E.P.C. for one-thousand dollars.

We are continuing our program throughout the summer so that we will be ready for the big drive in the fall.

Now the committee has made plans for a gigantic mass meeting to be held in October proably the 19th, in which they will try to have as speakers a republican and democratic senator who are favorable to the bill. They have also asked me to urge you to check your calendar and see if you will be in or near Los Angeles at that time so that you too can be one of the speakers, they are very anxious to have you as one of the principal speakers.

There was a little bit of dissension on the part of the, rather some of the members of the local executive committee after Gilbert and Anderson returned from Washington, it seems as though that they were not satisified with the way the national chapter heads muddled up the hearing, that is not giving the California delegate a chance to get up and testify before the committee. They all charged here the two men in Washington office as not being efficient and it seems as though they felt that they were not on the ball, they asked me to write you and I was going to write anyway to see if you would investigate the situation there and see that everything is rosy, because, when the people become dissatisfied we are not able to raise enough funds for local activities let alone to send to the national, they did not want to send this check but we prevailed on them to do so.

Mr. A.Philip Randolph--Cont'd

Each and everyone has the utmost confidence in you and your ability, no reflection has been cast in your direction, but if you will look into the situation and write us we shall be very happy.

Hope you are enjoying the best of health.

Fraternally yours,

L. B. Thompson

L.B. Thompson.

Encls;-1

February 4, 1947

Miss G. Walker, Secretary
To Mrs. Poses
400 Madison Avenue
New York, N. Y.

Dear Miss Walker:

Kindly convey to Mrs. Poses my deep appreciation for the check of $50 from Mr. Samuel Poses for the National Council for a Permanent FEPC. I assure you that the Council appreciates the fine spirit Mrs. Poses has shown in helping the Council in a most needed and critical time.

Sincerely yours,

APR:hm

A. Philip Randolph
International President

February 11, 1947

Miss G. Walker, Secretary
To Lillian Poses
400 Madison Avenue
New York, N. Y.

Dear Miss Walker:

Permit me to thank you for your letters of January 14 and 18th with checks from Mr. James P. Epstein and Mr. Burton A. Zorn for the National Council for a Permanent FEPC. I hope you will inform Mrs. Poses of the great appreciation of the Council and myself personally for her fine and productive effort in behalf of the FEPC.

Sincerely yours,

APR:lH

A. Philip Randolph
International President

LILLIAN L. POSES
Attorney-at-Law

400 Madison Avenue,
~~36 West 44th Street~~
New York City
~~MU 2-3999~~
Plaza 3-4989

January 7, 1947.

Mr. A. Phillip Randolph,
Brotherhood of Sleeping Car Porters,
217 West 125th St.,
New York, N. Y.

Dear Mr. Randolph:

I am enclosing herewith check in the sum of $25.00 from D. Leonard Cohen as a contribution for F.E.P.C.

Yours very truly,

G. Walker
Secretary to Mrs. Poses

GW
Encl.

LILLIAN L. POSES
Attorney-at-Law

400 Madison Avenue,
~~[illegible]~~
New York City
~~MUr 2-3995~~
Plaza 5-4989

January 15th, 1947.

Mr. A. Phillip Randolph,
Brotherhood of Sleeping Car Porters,
217 West 125th St.,
New York, N. Y.

Dear Mr. Randolph:

I am enclosing herewith check received from Mr. Burton A. Zorn for F.E.P.C. in the sum of $25.00.

Yours very truly,

Gertrude Walker
Secretary to Mrs. Poses

Encl.

LILLIAN L. POSES
Attorney-at-Law

400 Madison Avenue,
[illegible]
New York City
[illegible]
Plasa 5-4989

January 14, 1947.

Mr. A. Phillip Randolph,
Brotherhood of Sleeping Car Porters,
217 West 125th St.,
New York, N. Y.

Dear Mr. Randolph:

I am enclosing herewith check received from Mr. Moses P. Epstein for F.E.P.C., in the sum of $100.00.

Yours very truly,

G. Walker

Secretary to Mrs. Poses

GW
Encl.

NC FEPC
Contribution

January 13, 1947

Miss G. Walker
Secretary to Mrs. Poses
600 Madison Avenue
New York City

Dear Miss Walker:

Permit me to thank you for your letter of January 7th with check of $25 for the National Council for a Permanent FEPC from Mr. D. Leonard Cohen. I assure you that the Council appreciates this immensely.

Sincerely yours,

A. Philip Randolph
International President

APR:MB

LILLIAN L. POSES
Attorney-at-Law

400 Madison Avenue,
~~36 West 44th Street~~
New York City
~~MU 2-3999~~
Plaza 3-4989

January 27th, 1947.

Mr. A. Phillip Randolph,
Brotherhood of Sleeping Car Porters,
217 West 125th St.,
New York, N. Y.

Dear Mr. Randolph:

Enclosed herewith please find check to the order of National Council for Fair Employment Practice in the sum of $ 50.00 sent by Mr. Samuel Poses.

Yours very truly,

G. Walker
Secretary to Mrs. Poses

GW

804 Becker St.
Apt 3
Walnut Hill

May 19-47
Cincinnati

Mr A Phillip Randolph

[illegible]

Dear Sir:

In Appreciation of your very wonderful serivice in behalf of the Las Estrellas De Arte Club please accept the enclosed Check of $50.00 toward your wonderful work of F.E.P.C

Yours very sincerely
Margaret Weaver Chairman
Ida Lee Pres.
& Members.

xxxxxxxxxxxxxxxxxx
Elmer W. Henderso

217 W. 125 St.
New York, N.Y.

July 8, 1947

Mr. J. Finley Wilson
Grand Exalted Ruler
Improved Benevolent and
Protective Order of Elks of the World
Post Office Box 1824
Washington 13, D. C.

My dear Brother Wilson:

On behalf of the officers and members of the National Council for a Permanent FEPC I want to assure you that we appreciate the contribution of your group of one thousand dollars to the Council from the bottom of our hearts.

I was awfully sorry the pressure of another meeting prevented me from having a picture taken with you presenting the check to me. I shall be in Washington in the near future and hope we may arrange to have a picture taken consulting on plans to set up an FEPC Committee in the Grand Lodge and the local lodges for the purpose of mobilizing sentiment and raising funds among the Elks for the hard fight ahead for FEPC. I am sure the Negro people as well as the general public will be interested to know that under your fine statesmanship the Elks are planning on a big scale a program to get financial and moral strength for the National Council for a Permanent FEPC which is carrying the ball for the enactment of FEPC legislation in Congress.

Cordially,

APR:hm

A. Philip Randolph
Co-Chairman

NC-FEPC
Contribution

January 14, 1948

Mr. Arnold Aronson
National Community Relations
Advisory Council
295 Madison Avenue
New York, N. Y.

Dear Arny:

Find enclosed check from David Dubinsky, International President of the Ladies Garment Workers Union for one thousand dollars for FEPC.

Sincerely yours,

APR:hm
enc.

A. Philip Randolph
International President

January 14, 1948

Mr. David Dubinsky, President
International Ladies' Garment
Workers' Union
ILGWU Building
1710 Broadway
New York 19, N. Y.

Dear Brother Dubinsky:

Permit me to express on behalf of the officers and members of the National Council for a Permanent FEPC our sincere gratitude for your contribution of one thousand dollars to our fight for the enactment of legislation for fair employment practice. I want you to know that we are happy to have this expression of cooperation and support.

With cordial good wishes, I am

Fraternally yours,

APR:ha

A. Philip Randolph
International President

NC FEPC
Contrib

February [illegible], 1948

Mr. Arnold Aronson
National Community Relations Advisory Council
295 Madison Avenue
New York, New York

Dear Arnie:

Find enclosed check and letter that are self-explanatory.

Sincerely yours,

A. Philip Randolph
International President

APR:BR
encl.

re FEPC
Contribution

May 10, 1948

Mr. Arnold Aaronson
National Community Relations
Advisory Council
295 Madison Avenue
New York, N. Y.

Dear Arny:

Find enclosed check for fifteen hundred dollars ($1,500) from the International Ladies Garment Workers Union for the National Council.

Also find enclosed check for one hundred and fifty dollars ($150) a contribution of the May Day Rally of the Workmen's Circle in Chicago.

Sincerely yours,

A. Philip Randolph
International President

APR:ha
encs.

NC FEPC
Contrib –

June 18, 1948

Mr. Arnold Aronson
National Community
Relations Advisory Council
295 Madison Avenue
New York, N. Y.

Dear Arny:

Find enclosed check for one thousand dollars from the International Ladies' Garment Workers' Union for the National Council for a Permanent FEPC.

Sincerely yours,

APR:hm
enc.

A. Philip Randolph
International President

NCRAC
Contr

December 14, 1948

Mr. Arnold Aronson
National Community Relations Advisory Council
295 Madison Avenue
New York, New York

Dear Arnye:

Find enclosed checks from Mr. Eric Johnston for $50, President of the Motion Picture Association of America, Inc.; Mr. Herman Robbins, President, National Screen Service, 630 Ninth Avenue, New York City for $100 and Mr. Martin Quigley for $100. May I request that you send them official receipts. I am also enclosing letters bearing on these checks. I think the names of these contributors are far more valuable to us than the money.

Sincerely yours,

A. Philip Randolph
International President

APR:BD
encs.

NC-FEPC
~~[illegible]~~ Contribution

#1000

January 16, 1948

Rev. Clarence H. Cobbs
First Church of Deliverance
4315 South Wabash
Chicago, Illinois

Dear Rev. Cobbs:

Permit me in the name of the officers and members of the National Council for a Permanent FEPC to express our deep gratitude and heartfelt thanks for your interest in and cooperation with our efforts to secure the enactment of Bill S 984 and HR 2824 for fair employment practice in this 80th Congress. Let me assure you that the demonstration which you held in your church for FEPC was of farreaching significance to the Negroes in particular and all minorities in general for it is concerned with a bread and butter and job opportunity question. The officers and members of the Council and myself in particular will never forget the generous and big hearted support you have given this struggle for economic justice.

When I am in Chicago again I shall call you for a friendly chat. I hope you will convey to all of your assistants in the Church, the leader of the choir, the singers and your secretary and office workers my deepest appreciation for their fine services.

May I hope for you a pleasant trip to and from the Pacific Coast. With cordial good wishes, I am

Sincerely yours,

APR:hm

A. Philip Randolph
International President

Telephone
COLUMBUS 5-7000

Cable Address
ILGWU - NEWYORK

INTERNATIONAL
LADIES' GARMENT WORKERS' UNION

· · ILGWU BUILDING · ·
1710 BROADWAY, NEW YORK 19, N.Y.

DAVID DUBINSKY,
President

January 5, 1948.

Mr. A. Philip Randolph,
217 West 125 Street,
New York City 27.

Dear Brother Randolph:

I expect to have a meeting shortly of our local managers and I will take up with them, at that time, the matter of their contribution to FEPC.

At this time, I am sending you the enclosed check for $1000 as the contribution of our International Union.

With kind regards, I am

Fraternally yours,

David Dubinsky
David Dubinsky

h

NC FEPC
Contribution

January 27, 1948

Mr. David Dubinsky, President
International Ladies Garment
Workers Union
1710 Broadway
New York, N. Y.

Dear Brother Dubinsky:

Our bill for FEPC is expected to be reported out of Committee next week then our job is to develop public sentiment to break the filibuster. I hope you will let us have the additional funds as soon as possible. We need help now and it will mean so much to us in overcoming the evil forces of hate that are swelling up against us.

Fraternally yours,

A. Philip Randolph
International President

APR:ha

Telephone
COLUMBUS 5-7000

Cable Address
ILGWU - NEWYORK

INTERNATIONAL
LADIES' GARMENT WORKERS' UNION
· · · ILGWU BUILDING · · ·
1710 BROADWAY, NEW YORK 19, N.Y.

DAVID DUBINSKY,
President

February 11, 1948

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, New York.

Dear Sir and Brother:

At a recent meeting of our local managers, it was decided that our union extend support to the FEPC at this time to the extent of $2500. The sum of $1000 was forwarded to you a few weeks ago; we are now enclosing a check for the balance of $1500. This is a joint contribution by the ILGWU and its local unions in New York and thus precludes any solicitation of the locals individually.

Fraternally yours,

David Dubinsky

David Dubinsky

Enclosure:

Check.

H:m

February 27, 1948

Mr. David Dubinsky, President
International Ladies Garment Workers Union
1710 Broadway
New York, 19, New York

Dear Brother Dubinsky:

Just a word to thank you for the check for $1500 as a contribution to the National Council for a Permanent FEPC. I assure you that we are very grateful for this help at this time. All of us were hopeful that you might make it $5000 since we had given out information to the effect that the International Ladies Garment Workers Union was going to give $5000 to the fight for FEPC. In fact, we gave this statement out at the luncheon which was called by yourself, Matthew Woll, James Quinn and myself, and was held in New York City about a year or more ago.

It was also my feeling at the convention of the International Ladies Garment Workers Union in Cleveland, a year ago, that you were going to give us $5000.

I assure you that we greatly need it, since we are now in the midst of the hardest fight for FEPC we ever waged. Southern Democrats are raging against President Truman's Civil Rights Report which includes FEPC. We have got to offset propaganda from the enemies of this Bill. I think we have a chance to pass the Bill, but it is going to take a tremendous amount of struggle and work, which will cost money.

However, I want you to know that we are sincerely appreciative of the contribution of $1500 by the ILGWU to this fight for FEPC. If you find it possible to help us any further, we need not tell you that we will be extremely grateful for same.

Only recently we have been able to enlist the support of such outstanding businessmen as Allen W. Dulles, Paul G. Hoffman, Nelson Rockefeller, Eric Johnston, Beardsley Ruml, Herbert Bayard Swope, Henry R. Luce, Oren Root, Jr., Charles H. Tuttle, Anna Rosenberg and a number of others. I thought you would be interested in hearing of the progress we are making in this struggle.

Fraternally yours,

A. Philip Randolph
International President

APR:BB

Telephone
COLUMBUS 5-7000

Cable Address
ILGWU-NEWYORK

INTERNATIONAL
LADIES' GARMENT WORKERS' UNION
· · ILGWU BUILDING · ·
1710 BROADWAY, NEW YORK 19, N.Y.

DAVID DUBINSKY,
President

March 24, 1948

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, New York.

Dear Sir and Brother:

I am enclosing herewith another check in the amount of $1500 toward the work of FEPC.

Fraternally yours,

David Dubinsky
David Dubinsky

Enclosure:
Check.

H:m

May 10, 1946

Mr. David Dubinsky, President
International Ladies'
Garment Workers Union
1710 Broadway
New York 19, N. Y.

Dear Brother Dubinsky:

On behalf of the officers and members of the National Council for a Permanent FEPC kindly accept our sincere and heartfelt appreciation for the contribution of fifteen hundred dollars to the National Council.

Reply to your letter was delayed because of my absence on a trip throughout the Continent for the Brotherhood.

We are in a desperate struggle to beat the forces of hate and win FEPC in the interest of American democracy and a better world of tomorrow where all people regardless of race, color and religion can live. We are grateful for your fine spirit of cooperation.

Sincerely yours,

A. Philip Randolph
International President

APR:ha

Telephone
COLUMBUS 5-7000

Cable Address
ILGWU - NEWYORK

INTERNATIONAL
LADIES' GARMENT WORKERS' UNION
· · ILGWU BUILDING · ·
1710 BROADWAY, NEW YORK 19, N.Y.

DAVID DUBINSKY,
President

June 4, 1948

Mr. A. Philip Randolph,
International President,
Brotherhood of Sleeping Car Porters,
217 West 125th Street,
New York 27, New York.

Dear Sir and Brother:

I am enclosing herewith a check for $1000, completing the $5000 pledge made by our organization.

Fraternally yours,

David Dubinsky
David Dubinsky

Enclosure:
Check,

June 18, 1948

Mr. David Dubinsky, President
International Ladies' Garment
Workers' Union
ILGWU Building
1710 Broadway
New York 19, N. Y.

Dear Dave,

Just a word on behalf of the officers and members of the National Council for a Permanent FEPC to express our great appreciation and thanks for your check for one thousand dollars, completing pledge of five thousand by the International Ladies' Garment Workers' Union. We are ever grateful to you and the International for the constant support and cooperation in our fight to break the barriers of hate and bigotry in the employment relations field of America.

Fraternally yours,

APR:ahs

A. Philip Randolph
International President

THE WORKMEN'S CIRCLE
English Speaking Division

ROCkwell 3891

Chicago Office:
3200 OGDEN AVE.
CHICAGO 23, ILL.

April 15th, 1948

A. Philip Randolph
Brotherhood of Sleeping Car Porters
219 West 125th Street
New York, New York

Dear Bro. Randolph:

Our people are very enthusiastic about our May 1st meeting with F.E.P.C. as the issue, and making a good collection at the meeting. We are anxiously awaiting your confirmation for the May 1st date.

I look forward to meeting you again.

Fraternally yours

Martin Diamond

Martin Diamond, Director

P.S. Some of our members are so enthusiastic that they are looking forward to hearing you twice. Once at the May 1st meeting, and the day before when they will serve as ushers for the south side rally.

M.D.

MD:mja
C.C.-
Mr. Elmer W. Henderson,
National Council for a
Permanent F.E.P.C.
930 "F" St.,N.W.
Washington, D. C.

379

re FEPC
Contri

May 7, 1948

Mr. Martin Diamond, Director
The Workmen's Circle
3300 Ogden Avenue
Chicago 23, Illinois

Dear Brother Diamond:

Permit me, in the name of the National Council for a Permanent FEPC, to express our great appreciation for the contribution of $100 collected at the May Day Rally for the fight for FEPC. I assure you that this will be a source of great inspiration and encouragement to our struggle.

Fraternally yours,

A. Philip Randolph
International President

APR:BH

OKLAHOMA CITY COUNCIL
—for the—
PROMOTION OF PERMANENT
FAIR EMPLOYMENT PRACTICES COMMITTEE
300 North Stiles Street
Phone 7-6006
OKLAHOMA CITY 4, OKLA.

National Executive Secretary:
Mrs. Anna Arnold Hedgeman, Washington, D. C.
National Treasurer:
Dr. W. D. Shefflin, New York City, N. Y.
Local Council:
Chairman:
Mr. George R. Ragland
Co-Chairman:
Father C. A. Roach
Executive Secretary:
Mrs. Carrie Britton-Clardy
Secretary:
Mrs. Emma Lee Freeman
Vice-Chairmen:
Mrs. Lessie Bennett
Mrs. Maud Brockway
Mr. J. H. Broach
Mr. C. P. Caldwell
Miss Dora Dalton
Mr. Roscoe Dunjee
Mr. W. J. Edwards
Mrs. Alta Foster
Mr. Sam Friedman
Rev. J. G. Hollis
Rev. Franklin W. Kaiser
Miss Luella D. Lawson
Mr. Fred D. Moon
Rev. E. W. Perry
Mr. J. S. Quinnones
Mrs. L. Marie Robinson
Mr. J. W. Sanford
Miss Annabel Sawyer

Feb. 9, 1948

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City, New York

Dear Sir—

We are mailing a check for Five Hundred Fifty Dollars ($550) today to Mr Elmer W. Henderson, 930 F. Street N.W. Washington, D.C. as per your request- We shall stand by to give further help in the future but plan to function thru our newly organized Coordinating Council- Best wishes for our success in the field of Fair Employment.

Sincerely yours
(Mrs) Carrie L. Edwards

185
30
1V6V

NC FEPC
contribution

March 11, 1948

Mrs. Carrie L. Edwards
Oklahoma City Council for FEPC
800 North Stiles Street
Oklahoma City 4, Oklahoma

Dear Mrs. Edwards:

Just a word to thank you for your letter of recent date informing me of the fact that you had sent a check for $500 to the National Council for a Permanent FEPC. I assure you that we appreciate this immensely. It has come at a very needed time. We are all grateful for the splendid work you and the local council have done for the cause of jobs and justice for Negroes and other minorities.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

re FEPC
Contributions

March 26, 1948

Mr. Elmer Henderson
National Council for
A Permanent FEPC
930 F Street, N. W.
Washington, D. C.

Dear Elmer:

Find enclosed check for forty-five dollars a contribution from the St. James Forum, 8401 Cedar Avenue, Cleveland where I spoke March 7th.

Sincerely yours,

APR:ha
enc.

A. Philip Randolph
International President

The Pastor can be found in the
Study of the Church from
9:00 A. M. to 1:00 P.M.

"Ye shall know the truth and the
truth shall make you free."
Jno. 8:32.

D. V. JEMSON, B. D., D. D.

PRESIDENT
National Baptist Convention, U.S.A., Inc.
Alabama Baptist State Convention
PASTOR
Tabernacle Baptist Church
1605 Lapsley Street,
SELMA, ALABAMA.

Motto:
"Be Just And Fear Not."

"Darkness Hides The Wrong, But
Does Not Alter It."

February 13, 1948

Mr. A. Phillip Randolph
217 W. 125th St.
New York, New York

My Dear Mr. Randolph:

Yours to hand and contents noted. In reply to the same I wish to state that we will send to Dr. M. L. Shephard, Recorder of Deeds, Washington, D. C. $250 for the FEPC. It will take a little time to have the orders sent to the Secretary, he send to the treasurer, and the treasurer send the same to me for final endorsement, but just as soon as this is done the same will be sent to Dr. M.L. Shepard, Recorderoof Deeds, Washington, D. C.

Sincerly hoping that this will serve to help out in our FEPC drive which has long been before Congress.

With best wishes and kindest regards.

I am with appreciation,

D V Jemison

D. V. JEMISON, President
National Baptist Convention

DVJ:NA

Re FEPC
Contrib

March 9, 1946

Dr. D. V. Jemison, President
National Baptist Convention
1605 Lapsley Street
Selma, Alabama

Dear Dr. Jemison:

Permit me to thank you for your letter of February 18th informing me that you are sending the National Council for a Permanent FEPC a check for Two Hundred and Fifty dollars ($250) appropriated by the National Convention and that we will receive the same as soon after Dr. Shepard is able to sign it.

I want to express on behalf of the National Council for a Permanent FEPC our deepest appreciation for your fine spirit of cooperation and support.

Very sincerely yours,

APR:bh

A. Philip Randolph
International President

December 14, 194[illegible]

Mr. Eric Johnston, President
Motion Picture Association of America, Inc.
1600 Eye Street, N. W.
Washington 6, D. C.

Dear Mr. Johnston:

On behalf of the National Council for a Permanent FEPC, may I express our sincere thanks and appreciation for your contribution of [illegible] to the struggle to secure the enactment of legislation for a Fair Employment Practice Commission in the Eighty-First Congress.

May I say that we consider it a great asset to our cause to have your moral and financial support, which is a result of the intercession of our good friend Mr. Martin Quigley of Quigley Publishing Company, Inc., Rockefeller Center, New York City.

With cordial good wishes and the Season's Greetings, I am

Sincerely yours,

A. Philip Randolph
International President

APR:[illegible]

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NCFC
Contri

WESTERN UNION

JOSEPH L. EGAN
PRESIDENT

1201

SYMBOLS
DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

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QTH 4 STRAIGHT MAY 11 1946=

JACOB POTOFSKY AMALGAMATED CLOTHING WORKERS OF AMERICAN
CONVENTION HEADQUARTERS ATLANTIC CITY NEW JERSEY=

WE HAIL YOUR GREAT ORGANIZATION AND CONVENTION ASSEMBLED AND WISH YOU SUCCESS IN YOUR DELIBERATIONS. MAY WE IN THE NAME OF THE NATIONAL COUNCIL FOR A PERMANENT FEPC REQUEST A CONTRIBUTION FOR THE FIGHT TO SECURE THE ENACTMENT OF BILL S 984 FOR FAIR EMPLOYMENT PRACTICE COMMISSION NOW BEFORE CONGRESS. WE SHALL BE DEEPLY GRATEFUL FOR

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

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WESTERN UNION

JOSEPH L. EGAN
PRESIDENT

1201

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YOUR INTEREST AND COOPERATION.

A PHILIP RANDOLPH CO CHAIRMAN
NATIONAL COUNCIL FOR FEPC 217 WEST 125 STREET
NEW YORK.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

QUIGLEY PUBLISHING COMPANY, INC.
ROCKEFELLER CENTER
NEW YORK

OFFICE OF THE PRESIDENT

MOTION PICTURE HERALD
MOTION PICTURE DAILY
BETTER THEATRES
THEATRE SALES
MOTION PICTURE ALMANAC
FAME

November 18, 1948.

Dear Mr. Randolph:

I have returned to New York and have examined the results of our efforts to obtain a substantial item of financial support for the Council from a list of important executives in the motion picture industry.

I am keenly disappointed over the amounts received and, also, on account of no response from various persons who were expected to contribute.

I enclose check in amount of One Hundred Dollars from Herman Robbins, President, National Screen Service, 630 Ninth Avenue, New York City. Also enclosed is my own contribution of One Hundred Dollars.

Outside of the questions raised by Cecil B. deMille, nothing of any particular interest appears in the communications received. In one instance, the person addressed stated that he had a policy against any subscriptions to "controversial matters". In several other instances the persons stated that they could not take on subscriptions beyond those presently on their list. In several instances warm expressions of interest were made.

With best personal wishes,

Yours sincerely,

Martin Quigley

Mr. A. Philip Randolph, Co-Chairman,
National Council for a Permanent
Fair Employment Practice Committee,
217 West 125th Street,
New York 27, New York.

QUIGLEY PUBLISHING COMPANY, INC.
ROCKEFELLER CENTER
NEW YORK

OFFICE OF THE PRESIDENT

MOTION PICTURE HERALD
MOTION PICTURE DAILY
BETTER THEATRES
THEATRE SALES
MOTION PICTURE ALMANAC
FAME

November 19, 1948.

My dear Mr. Randolph:

I enclose check in contribution to the National Council for a Permanent Fair Employment Practice Commission, from Eric Johnston, president of Motion Picture Association of America, Inc. 1610 Eye St. NW Wash 6, D.C

In Mr. Johnston's letter of transmittal he said:

"There is no one more heartily in favor of adequate legislation and proper enforcement of this vital principle than I am."

With kindest personal regards,

Yours sincerely,

Martin Quigley

Mr. A. Philip Randolph,
National Council for a
Permanent Fair Employment
Practice Commission,
217 West 125th Street,
New York 27, New York.

NCFEPC
Contri

November 20, 1948

Mr. Martin Quigley
Quigley Publishing Company, Inc.
Rockefeller Plaza
New York, N. Y.

Dear Mr. Quigley:

Permit me to acknowledge receipt of your letter of November 19th with check of $50 from Eric Johnston. I will bring it to Mr. Randolph's attention upon his return.

Very truly yours,

Hazel Alves
Secretary to A. Philip Randolph

The—FEPC
Contri

November 19, 1946

Mr. Martin Quigley
Quigley Publishing Company, Inc.
Rockefeller Center
New York, N. Y.

Dear Mr. Quigley:

Permit me to acknowledge receipt of your letter with checks amounting to $200 of November 18th. You will hear from Mr. Randolph upon his return to the city the early part of December.

Very truly yours,

Hazel Alves
Secretary to A. Philip Randolph

December 14, 1948

Mr. Martin Quigley
Quigley Publishing Company, Inc.
Rockefeller Center
New York, New York

Dear Mr. Quigley:

In the name of the officers and members of the National Council for a Permanent FEPC, permit me to express our heartfelt appreciation and thanks for your active moral and financial support in this important struggle to secure enactment of legislation for a Fair Employment Practice Commission.

Let me acknowledge receipt of checks from Mr. Eric Johnston for $50, Mr. Herman Robbins for $100 and yourself for $100.

With cordial good wishes and the Season's Greetings, I am

Sincerely yours,

A. Philip Randolph
International President

APR:HB

December 14, 1948

Mr. Herman Robbins, President
National Screen Service
630 Ninth Avenue
New York City

Dear Mr. Robbins:

On behalf of the National Council for a Permanent FEPC, may I express our sincere thanks and appreciation for your contribution of $100 to the struggle to secure the enactment of legislation for a Fair Employment Practice Commission in the Eighty-First Congress.

May I say that we consider it a great asset to our cause to have your moral and financial support, which is a result of the intercession of our good friend Mr. Martin Quigley of Quigley Publishing Company, Inc., Rockefeller Center, New York City.

With cordial good wishes and the Season's Greetings, I am

Sincerely yours,

A. Philip Randolph
International President

APR:HB

ASA PHILIP RANDOLPH

SUBJECT FILE

FAIR EMPLOYMENT PRACTICE
COMMITTEE

Financial Papers
Contributions

1949

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WESTERN UNION

JOSEPH L. EGAN
PRESIDENT

1201

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QTH 2 NL MAY 2 1949=

A PHILIP RANDOLPH CARE OF A GREEN
1216 EAST TERRELL AVENUE FT WORTH TEXAS=

MR AARONSON CALLED TODAY CONCERNING THE HEARINGS TO BE SCHEDULED BY THE HOUSE COMMITTEE BY THE HOUSE COMMITTEE IN WASHINGTON DC MAY 3. THERE IS A POSSIBLITY THE HEARINGS WILL BE LPOSTPONED A WEEK OR SO. MR AARONSON WANTS YOU TO WIRE ME BY RETURN WIRE AS TO WHAT DATE , BETWEEN MAY 14-20 WHEN YOU ARE BETWEEN MEMPHIS AND CHICAGO WHEN YOU WILL BE ABLE T GET TO

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JOSEPH L. EGAN
PRESIDENT

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WASHINGTON TO TESTIFY. HE MAY BE ABLE TO INTERCEDE
AND GET THE SUB COMMITTEE TO ALLOW YOU TO COME IN AT
THE TIME THAT IS CONVENIENT FOR YOU.

HAZEL ALVES

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WESTERN UNION

JOSEPH L. EGAN
PRESIDENT

1201

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QTH 1 STRAUGHT MAY 2 1949=

A PHILIP RANDOLPH CARE OF J B CAVINESS
907 IOWA STREET SAN ANTONIO TEXAS=

CONGRESSMAN ADAM C POWELL HAS INVITED YOU TO TESTIFY MAY 10 AT HEARINGS ON NATIONAL LEGISLATION TO ABOLISH DISCRIMINATION IN EMPLOYMENT= HEARINGS BEGIN MAY 3 REPLY ACCEPTANCE TO CLERK OF THE COMMITTE MR JOSEPH KOSKI= 25 COPIES OF STATEMMENT TO BE IN COMMITTEE HANDS 24 HOURS BEFORE= ALLOWED TEN MINUTES THEN QUESTIONING= SENDING LETTER TO

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

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WESTERN UNION

1201

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PRESIDENT

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YOU. DELAWARE LACKAWANNA AND WESTERN HAS SUBMITTED AGREEMENTS ON WAGE INCREASE FOR CONSIDERATION AFTERWHICH WILL SET DATE FOR DISCUSSION AND SIGNING. WILL MAKES COPIES OF AGREEMENTS FOR MESSRS PATTERSON AND MCLAURIN. GULF MOBILE AND OHIO SET MAY 11 FOR CONFERENCE TO DISCUSS REDUCTION IN HOURS OF WORK FOR EMPLOYEES ON THEIR SOUTHERN REGION. WILL MAKE COPY FOR MESSRS PATTERSON AND MCLAURIN.

HAZEL ALVES.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

March 2, 1949

Mr. Arnold Aronson
National Community, Relations
Advisory Council
386 Madison Avenue
New York, N. Y.

Dear Arny:

Find enclosed letter which is self-explanatory.

Sincerely yours,

APR:hm

A. Philip Randolph
International President

nc FEPC
Contri

March 11, 1949

Mr. Arnold Aaronson
National Community
Relations Advisory Council
296 Madison
New York, N. Y.

Dear Mr. Aaronson:

Enclosed please find check for $2500, contribution from the United Steelworkers of America, which Mr. Randolph asked me to send you.

Sincerely yours,

Hazel Alves
Secretary

March 11, 1949

Mr. Philip Murray
United Steelworkers of America
1000 Commonwealth Bldg.
Pittsburgh 22, Pa.

Dear Sir:

Permit me in the absence of Mr. Randolph to acknowledge receipt of check for two thousand five hundred dollars ($2500) as contribution to the National Council for a Permanent FEPC. I will bring the check to Mr. Randolph's attention upon his return to the city and you will hear from him concerning it.

Very truly yours,

Hazel Alves
Secretary

cc: Arnold Aronson

rec $45
Entered

March 29, 1949

Mr. J. R. Benoit
Secretary-Treasurer
Denver Division-BSCP
2740 Williams Street
Denver, Colo.

Dear Brother Benoit:

Just a word on behalf of the officers and members of the National Council for a Permanent FEPC to express our great appreciation for the contribution of $45 which was collected by Brother W. Jones for our cause.

While the Dixiecrats waged a successful filibuster and prevented the civil rights program from coming to the floor, we will not give up. We are resolved to return to the fight with increased determination to win during this Congress and if we don't, we will be in there pitching for the next one.

Fraternally yours,

A. Philip Randolph
International President

APR:hm
cc: A. Aaronson

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President
3456-58 South State Street, 5th Floor
Chicago, Illinois

BENNIE SMITH
2nd International Vice-President
1308 Broadway, Room 305
Detroit, Michigan

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants

AN INTERNATIONAL UNION

Affiliated With the A. F. of L.

DENVER DIVISION
J. R. BERROIT, Secy.-Treas.
2740 WILLIAMS STREET
DENVER, COL.

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President
11 North Jefferson Street
St. Louis, Missouri

C. L. DELLUMS
4th International Vice-President
1716 Seventh Street
Oakland, California

H. DOYLE, President
1724 East 28th Avenue
Denver, Col.

Denver 5 Colo 3/16, 1949

Mr. A. Philip Randolph
International Pres. B.S.C.P.
217 West 125th St.
New York 27 N.Y.

Dear Bro Randolph.

Enclose you will find a bank money order for forty-five dollars $(45.00) money collected by Walter Jones for the national F.E.P.C.

With best regards.

Fraternally yours.

J. R. Beroit.

Congress of Industrial Organizations

CIO

718 Jackson Place, N. W. • Washington 6, D. C.

Office of
THE PRESIDENT

EXecutive 5581

xcr-BM
Contri

1500 Commonwealth Bldg.
Pittsburgh 22, Pa.

February 15, 1949

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N. Y.

Dear Mr. Randolph:

Your letter to Mr. Murray of February 8th has been received during his absence from the office. I have referred this communication to CIO Legislative Director Nathan E. Cowan for his attention.

Sincerely yours,

Ann Benedict
Secretary to Mr. Murray.

Black Worker

M E M O

November 23, 1949

To: Mr. A. Philip Randolph, Int'l President
From: Theodore E. Brown, Research Director T. E. B.
Re: General Issues

A few days ago I had lunch with Mr. Emmanuel Muravchik who is director of the Jewish Labor Committee and who represented that organization in the group meeting called a few weeks ago by the NAACP regarding the Civil Rights Program. His thinking seems to be along the lines of ours, namely that the NAACP might be attempting to gauge into the picture for the main purpose of securing some unmerited credit. We both feel that immediately upon your return it would be good to call a small meeting in your office to review the past experiences of the National Council for a Permanent FEPC and chart the strategy for the immediate future with reference to the FEPC Bill. He pointed out that this would not be difficult because many, as a matter of fact a great majority, of the organizations present were committed to the Council.

I haven't heard any more regarding that meeting, as a matter of fact, any future communications to our office might be directed straight to you. Of course, I only got to this one as a result of the request from McLaurin who asked me to attend inasmuch as he could not at the time.

With reference to the proposed European tour, in the stages of development by Bill Worthy, I can only say that I am very hazy regarding the whole project. Bill has mentioned it to me a few times and yesterday asked if I was interested in going. Of course, I cannot see that I can serve any useful purpose and consequently my answer was a definite no. Bill hasn't done too much consulting with me; he has however, occasionally called to state what he has already done. Frankly, a trip composed of representatives from the various groups set forth in your letter cannot at this time, as far as I can see, serve a useful purpose.

There is a general public suspicion that many trips are being made at the expense of the government to satisfy some personal traveling desire. This is especially true where members of Congress are traveling on government expense. Although the government might pay transportation and even board and lodging, the fact still remains that other per diem expenses are not paid. This then leaves the Committee assuming a financial obligation which you know so well it is incapable of absorbing.

Bill's reaction to the European tour has impressed me as being similar to those reactions he possessed in making a long and expensive personal tour to the southwest and west coast last spring.

I haven't received Grant Reynolds' reaction to the trip but I intend to get in touch with him tonight and shall inform you. I shall also try again, as I have in the past, to attempt to point out to Bill some of the problems that must be solved in planning a European trip if it is to have meaning, purpose and ultimate accomplishments.

It seems to me that the following points should be considered:

1. The Army, in all probability, would set the stage to give a favorable impression which might make it difficult to see the true picture on such a hurried trip.

2. The so called new anti-jim crow policy of the Army could be better studied by investigating Army installations and institutions here in the United States. Such places as training schools, air fields, and army colleges are more basic in studying the army integration program because of their more basic relationship to the overall policy.

   Installations and groups in Europe, in most cases, still exist on a segregated basis because they were established and founded in those areas under what we would like to consider past army policy.

   I sincerely believe that more basic good could come by investigating the extent to which the Army has changed its policy for the better here in the continental U.S. before proceeding into foreign territory.

We have been spending some time organizing and analyzing the Agreements we maintain with all of the carriers with reference to the following

1. Groups of Employees Covered and Number
2. Basic Hourly Month
3. Basic Wage Rate
4. Date of First Agreement
5. Latest Revision and Text.

You may recall that I discussed this with you some time ago. My charts should be ready by the time of the Board Meeting. Certain information I will have to get from the zone supervisors outside of the New York Area.

One of the weaknesses, as I see it, in our office system is that much important detailed material is not complete in any one place. I am trying to correct this situation but will need the cooperation of the zone supervisors. Brother Patterson has given me the information with reference to the groups in his zone.

I shall forward to you before the Board Meeting the results of the work that I have been doing regarding the Pension Plan for payroll officials of the Brotherhood of Sleeping Car Porters. This also results from a request made by you several months ago.

Since I turned over to you the Health and Welfare Study additional developments have taken place. This type of collective bargaining is definitely the trend. It is my thinking, expressed several months ago, that future collective bargaining conferences will have to concern themselves with Health and Welfare issues inasmuch as we have just about exhausted, for the present, wage increases and basic hour reductions Therefore, I shall attempt to do a little more on the Health and Welfare with reference to developments of the past few months.

I have started the machinery for organizing , or should I say reactivizing, our Credit Union for this office.

Another thing I am interested in working on and would like your reaction is carrying in our educational program an exhaustive project for the basic purpose of alerting our members as to their responsibilities in political alertness and participation. I firmly believe that especially should our brothers be impressed with the importance of participating in the primaries and elections both local, state, and federal.

One of the weaknesses in labor's political program seems to me to be that it is geared on the extreme shortsighted point of view and therefore lacks depth and basic understanding that in what in the final analysis creates practical political policies. It is not just enough here in New York to defeat a Communist candidate such as Ben Davis. It is better to proceed along an affirmative and positive socio-economic program far more basic and inclusive than some foolish Taft-Hartley yardstick.

The frame work of our educational program is completed and I shall have the charts ready for you at the time of the next Board Meeting. I am in the process of getting together outlines, bibliographies and related material to be placed in the hands of those charged with the responsibility of dealing directly with the various locals.

I am assuming that your supply of vitamins is out and therefore I am sending under separate cover today an additional supply.

Black worker

April 15, 1949

MEMORANDUM

TO: Mr. A. Philip Randolph

FROM: Mr. Theodore E. Brown T.E.B.

RE: Congressman Powell's FEPC meeting, Washington, D. C., April 12, 1949.

Pursuant to my understanding with you by long distance telephone from Cleveland, Ohio on Monday, April 11, 1949, I attended a meeting in the office of Congressman Adam Clayton Powell in Washington, D. C. last Tuesday as your representative and in the interest of the Brotherhood of Sleeping Car Porters. Mr. Powell has been appointed Chairman of the House of Representatives Sub-Committee on Labor and Education to hold hearings on a proposed FEPC bill. The meeting was composed of approximately one dozen organizations among which were representatives from the National Council of Negro Women, NAACP, National Maritime Union, American Council on Human Rights, American Friends Society and a few others. Mr. Powell outlined his tentative plan for conducting the hearings. He stated that at this time it appears that the hearings will start about May 3rd and that the order would be as follows:

1. Testimony on the bill from members of Congress.
2. Testimony on the bill from government officials.
3. Testimony on the bill from members of President Roosevelt's wartime FEPC Committee which was established as a result of Executive Order 8802 and 9346.
4. Testimony on the bill from opponents of the bill.
5. Testimony on the bill from proponents of the bill.

There was some discussion as to the place of opponents and proponents in the order of the testimony.

There seemed to me to be a negative attitude by Leslie Perry, NAACP representative as to the National Council for a Permanent FEPC coordinating and directing the activities during the days of the hearings. The majority of those present felt that the National Council was the best equipped agency to handle the lobbying in favor of the bill. Powell's thinking on this subject, from what I could glean, was that the Council could perhaps best function by playing the same role it performed the last time Congress held hearings on FEPC.

Powell stated that over the past week-end, April 9th, he had spoken to Arnold Aaronson, but that through some mistake Aaronson had been unable to attend the meeting or to meet him in New York.

Miss Ida Fox was present and we talked at great length at the conclusion of the meeting. We definitely feel that certain groups might attempt to relegate the National Council to a minor role. She suggested that I pose the question to you as to the advisability of the Council securing the services of a competent person during the House hearings to coordinate and direct the activities. She thought that perhaps former Congressman LaFollette, who is currently occupying space in the law offices of Rauh and Levy in Washington, D. C., might be available for this purpose. I gleaned from my chat with her that she had already had words about this with the former Congressman.

I don't know what you are thinking on the subject, but I do believe that if the hearings are held, they can perform a certain favorable propaganda or nuisance value. Thinking realistically, Powell will no doubt angle the show for the purposes of personal publicity. At the same time, some organizations might attempt to confuse the picture by directing the show to the detriment of the FEPC program.

It is for these reasons that I think you should give some thought to the proposed House hearings, which, according to Powell, are scheduled to begin very early in the month of May.

217 W. 125 St.
NYC 27

January 24, 1949

Mr. David Dubinsky, President
International Ladies Garment Workers Union
1710 Broadway
New York, N. Y.

Dear Brother Dubinsky:

May I advise that the National Council for a Permanent FEPC, on the National Board of Directors of which the International Ladies' Garment Workers Union has representation, and which the Ladies' Garment Workers generously supported with a contribution of $5,000 in 1948, has embarked upon the development of its campaign to secure enactment of Bill S 984 for fair employment practice legislation in the 81st Congress.

The opportunity of minorities, the labor and liberal forces to secure FEPC legislation in this Congress is great, only if a nation-wide, intensive and vigorous campaign in the interest of mobilising public sentiment back of the fight, that will cause Senators and Congressmen to feel and understand that FEPC legislation, the most violently opposed of all of the civil rights measures by the Dixiecrats and Northern economic royalists, must be adopted.

Since both the Democratic and Republican parties, in their platforms are pledged to the enactment of FEPC legislation, and President Truman, in his campaign speeches as well as his civil rights report, has unequivocally called for fair employment practice legislation, the moral grounds for fighting for FEPC are unmistakable and definitive. But because of the emotional and unrelenting outcry and opposition of the South to FEPC legislation and the prospect and probability of compromise being made by the politicians on this controversial issue, the National Council for a Permanent FEPC, which is representative of a cross section of church, labor and all groups concerned with legislation of this kind, with the exception of the Communists, is the only organization which is responsible for leadership in the fight for FEPC. I wish to urge and request you to make a contribution to our struggle for 1949. In 1948, last year, the Ladies' Garment Workers Union contributed, upon my recommendation, $5,000 to the National Council for a Permanent FEPC. If there is any explanation of any aspect of the work, struggle and program of the Council, you may wish to have, be assured that I, or any other official of the National Council for a Permanent FEPC, will be glad to give it.

May I say that the Council will appreciate your immediate cooperation

our fight must be won or lost in the next few months.

Fraternally yours,

A. Philip Randolph
Co-Chairman

APR:bhs

AMERICAN FEDERATION OF LABOR

Executive Council
President, William Green
Secretary-Treasurer, George Meany
A. F. of L. Building, Washington, D. C.

First Vice President, William L. Hutcheson,
Carpenters' Bldg., Indianapolis, Ind.
Second Vice President, Matthew Woll,
570 Lexington Ave., New York, N. Y.
Third Vice President, Joseph N. Weber,
621 Alta Drive, Beverly Hills, Los Angeles, Calif.
Fourth Vice President, Geo. M. Harrison,
Railway Clerks' Bldg., Cincinnati, O.
Fifth Vice President, Daniel J. Tobin,
222 East Michigan St., Indianapolis, Ind.
Sixth Vice President, Harry C. Bates,
815 Fifteenth St., N. W., Washington, D. C.

Seventh Vice President, W. D. Mahon,
2527 Jackson St., Hollywood, Fla.
Eighth Vice President, W. C. Birthright,
Delaware at Twelfth Street, Indianapolis, Ind.
Ninth Vice President, W. C. Doherty,
1525 H St., N. W., Washington, D. C.
Tenth Vice President, David Dubinsky,
1710 Broadway, New York, N. Y.
Eleventh Vice President, Charles J. MacGowan,
604 Brotherhood Bldg., Kansas City, Kans.
Twelfth Vice President, Herman Winter,
2719 N. Wilton Ave., Chicago Ill.
Thirteenth Vice President, D. W. Tracy
1200 Fifteenth St., N. W., Washington, D. C.

LONG DISTANCE TELEPHONE NATIONAL 3870-1-2-3-4
CABLE ADDRESS AFEL.

Washington 1, D. C.

February 26, 1949.

NCFEPC
Contri

Mr. A. Philip Randolph, President,
Brotherhood of Sleeping Car Porters,
Room 301, 217 West 125th St.,
New York 27, New York.

Dear Sir and Brother:

Be assured that I will submit the request you transmitted in your letter dated February 24th to the Director of Labor's League for Political Education and to the Administrative Committee of said organization at my earliest opportunity.

I know that the members of Labor's League for Political Education as well as of the American Federation of Labor are in accord with the aims and purposes of the National Council for a Permanent F.E.P.C.

Labor's League for Political Education can, under the laws dealing with political contributions, comply with your request to make a contribution to the National Council for a Permanent F.E.P.C. out of the educational fund of the League. Be assured I will take the matter up with Director Keenan and others as requested in your letter, at my earliest opportunity.

Fraternally yours,

W Green
President
American Federation of Labor.

Y

wc. Coll
Contr

March 2, 1949

Mr. William Green
American Federation of Labor
A. F. of L Building
Washington, D. C.

Dear Sir and Brother:

Just a word to thank you for your letter of February 28th advising that you will transmit the request in my letter for aid to the National Council for a Permanent FEPC to the Director of Labor's League for Political Education and to the Administrative Committee at your earliest opportunity. I assure you I appreciate this immensely.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

United Mine Workers of America

THOMAS KENNEDY
VICE-PRESIDENT

TELEPHONE
METROPOLITAN 0530

UNITED MINE WORKERS' BUILDING
Washington 5, D.C.

re FEPC
Contribution

January 27, 1949

Kennedy ✓ 2

Mr. A. Philip Randolph, Co-Chairman
National Council for a Permanent FEPC
217 W. 125th Street
Room 301
New York 27, N.Y.

Dear Mr. Randolph:

Your letter of January 25 to President Lewis, in his temporary absence, has been referred to this office.

Please be advised that our 1948 contribution was made through official action of our International Executive Board upon recommendation of the officers. As soon as we are able to get together on this question, I will take the matter up with my associate officers.

Very truly yours,

Thos. Kennedy
Vice President

K:k:t

[redacted]

217 W. 125 St.
NYC 27

January 25, 1949

n L. Lewis, President
Mine Workers of America
Mine Workers Building
ngton, D. C.

rother Lewis:

May I advise that the National Council for a Permanent FEPC which the Mine Workers of America generously supported with a contribution of $5,000 in has embarked upon the development of its campaign to secure the enactment of 984 for fair employment practice legislation in the 81st Congress.

The opportunity of minorities, the labor and liberal forces to secure FEPC lation in this Congress is great, only if a nation-wide, intensive and vigorous n in the interest of mobilizing public sentiment back of the fight, that will enators and Congressmen to feel and understand that FEPC legislation, the most ly opposed of all of the civil rights measures by the Dixiecrats and Northern royalists, must be adopted.

Since both the Democratic and Republican parties, in their platforms are d to the enactment of FEPC legislation, and President Truman, in his campaign es as well as his civil rights report, has unequivocally called for fair yment practice legislation, the moral grounds for fighting for FEPC are unmistakable definitive. But because of the emotional and unrelenting outcry and opposition of South to FEPC legislation and the prospect and probability of compromise being made politicians on this controversial issue, the National Council for a Permanent which is representative of a cross section of church, labor and all groups concerned legislation of this kind, with the exception of the Communists, is the only organiza n which is responsible for leadership in the fight for FEPC. I wish to urge upon you to make a contribution to our struggle for 1949. In 1948, last year, the Mine Workers of America contributed, upon your recommendation, $5,000 to the onal Council for a Permanent FEPC. If there is any explanation of any aspect of work, struggle and program of the Council, you may wish to have, be assured that any other official of the National Council for a Permanent FEPC will be glad to it.

May I say that the Council will appreciate your immediate cooperation since

[illegible] must be won or lost in the next few months.

Fraternally yours,

[illegible]

A. Philip Randolph
Co-Chairman

NCFEPC
[illegible]

[redacted]

-217 W. 125 St.
NYC 27

January 21, 1949

Mr. Philip Murray, President
United Steelworkers of America
1500 Commonwealth Building
Pittsburgh, Pa.

Dear Brother Murray:

May I advise that the National Council for a Permanent FEPC, on the National Board of Directors of which the United Steelworkers has representation, and which the Steelworkers generously supported with a contribution of [illegible] in 1948, has embarked upon the development of its campaign to secure enactment of Bill S 984 for fair employment practice legislation in the 81st Congress.

The opportunity of minorities, the labor and liberal forces to secure FEPC legislation in this Congress is great, only if a nation-wide, intensive and vigorous campaign in the interest of mobilizing public sentiment back of the fight, that will cause Senators and Congressmen to feel and understand that FEPC legislation, the most violently opposed of all of the civil rights measures by the Dixiecrats and Northern economic royalists, must be adopted.

Since both the Democratic and Republican parties, in their platforms are pledged to the enactment of FEPC legislation, and President Truman, in his campaign speeches as well as his civil rights report, has unequivocally called for fair employment practice legislation, the moral grounds for fighting for FEPC are unmistakable and definitive. But because of the sectional and unrelenting outcry and opposition of the South to FEPC legislation and the prospect and probability of compromise being made by the politicians on this controversial issue, the National Council for a Permanent FEPC, which is representative of a cross section of church, labor and all groups concerned with legislation of this kind, with the exception of the Communists, is the only organization which is responsible for leadership in the fight for FEPC. I wish to urge and request you to make a contribution to our struggle for 1949. In 1948, last year, the Steelworkers contributed, upon your recommendation, [illegible] to the National Council for a Permanent FEPC. If there is any explanation of any aspect of the work, struggle and progress of the Council, you may wish to have, be assured that I, or any other official of the National Council for a Permanent FEPC, will be glad to give it.

May I say that the Council will appreciate your immediate cooperation since

our fight must be won or lost in the next few months.

Fraternally yours,

APR:bs

A. Philip Randolph
Co-Chairman

[redacted]

January 21, 1949

-217 W. 125 St.
NYC 27

Mr. Philip Murray, President
Congress of Industrial Organizations
718 Jackson Place, N. W.
Washington, D. C.

Dear Brother Murray;

May I advise that the National Council for a Permanent FEPC, on the National Board of Directors of which the CIO has representation, and which the CIO generously supported with a contribution of five thousand dollars in 1948, has embarked upon the development of its campaign to secure enactment of Bill S 984 for fair employment practice legislation in the 81st Congress.

The opportunity of minorities, the labor and liberal forces to secure FEPC legislation in this Congress is great, only if a nation-wide, intensive and vigorous campaign in the interest of mobilizing public sentiment back of the fight, that will cause Senators and Congressmen to feel and understand that FEPC legislation, the most violently opposed of all of the civil rights measures by the Dixiecrats and Northern economic royalists, must be adopted.

Since both the Democratic and Republican parties, in their platforms, are pledged to the enactment of FEPC legislation, and President Truman, in his campaign speeches as well as his civil rights report, has unequivocally called for fair employment practice legislation, the moral grounds for fighting for FEPC are unmistakable and definitive. But because of the emotional and unrelenting outcry and opposition of the South to FEPC legislation and the prospect and probability of compromise being made by the politicians on this controversial issue, the National for a Permanent FEPC, which is representative of a cross section of church, labor and all groups concerned with legislation of this kind, with the exception of the Communists, is the only organization which is responsible for leadership in the fight for FEPC. I wish to urge and request you to make a contribution to our struggle for 1949. In 1948, last year, the CIO contributed, upon your recommendation, $5,000 to the National Council for a Permanent FEPC. If there is any explanation of any aspect of the work, struggle and program of the Council, you may wish to have, be assured that I, or any other official of the National Council for a Permanent FEPC, will be glad to give it.

May I say that the Council will appreciate your immediate cooperation since

our fight must be won or lost in the next few months.

Fraternally yours,

APR:hs

A. Philip Randolph
Co-Chairman

NC FEPC
Contr

[redacted]

217 West 125 St.
NYC 27

January 21, 1949

Mr. Walter P. Reuther, President
United Automobile, Aircraft, Agricultural
Implement Workers of America
411 West Milwaukee Avenue
Detroit 2, Michigan

Dear Brother Reuther:

May I advise that the National Council for a Permanent FEPC, on the National Board of Directors of which the United Automobile, Aircraft, Agricultural Implement Workers of America has representation, and which the Automobile Workers generously supported with a contribution of $1000 in 1948, has embarked upon the development of its campaign to secure enactment of Bill S 984 for fair employment practice legislation in the 81st Congress.

The opportunity of minorities, the labor and liberal forces to secure FEPC legislation in this Congress is great, only if a nation-wide, intensive, and vigorous campaign in the interest of mobilizing public sentiment back of the fight, that will cause Senators and Congressmen to feel and understand that FEPC legislation, the most violently opposed of all of the civil rights measures by the Dixiecrats and Northern economic royalists, must be adopted.

Since both the Democratic and Republican parties, in their platforms are pledged to the enactment of FEPC legislation, and President Truman, in his campaign speeches as well as his civil rights report, has unequivocally called for fair employment practice legislation, the moral grounds for fighting for FEPC are unmistakable and definitive. But because of the emotional and unrelenting outcry and opposition of the South to FEPC legislation and the prospect and probability of compromise being made by the politicians on this controversial issue, the National Council for a Permanent FEPC, which is representative of a cross section of church, labor and all groups concerned with legislation of this kind, with the exception of the Communists, is the only organization which is responsible for leadership in the fight for FEPC. I wish to urge and request you to make a contribution to our [illegible] for 1949. In 1948, last year, the Automobile Workers contributed, upon your recommendation, $1000 to the National Council for a Permanent FEPC. If there is any explanation of any aspect of the work, struggle and program of the Council, you may wish to [illegible] be assured that I, or any other official of the National Council for a Permanent [illegible] will be glad to give it.

May I say that the Council will appreciate your immediate cooperation our fight must be won or lost in the next few months.

You advised me when we discussed the question of UAW making a contribut to the National Council for a Permanent FEPC in New York, last year, that the Automobile Workers would be glad to give additional support to the Council after had straightened out some of its problems.

Fraternally yours,

APR:hm

A. Philip Randolph
International President

PHILIP MURRAY
President

JAMES B. CAREY
Secretary-Treasurer

CIO

COMMITTEE TO ABOLISH DISCRIMINATION

718 JACKSON PLACE, N. W.
WASHINGTON 6, D. C.

EXecutive 5581

JAMES B. CAREY, Chairman
WILLARD S. TOWNSEND, Secretary
GEORGE L-P WEAVER, Director

W. Richard Carter
Arthur Goldberg
Bessie Hillman
James J. Leary
William H. Oliver
Morris Pizer
Harry Read
M. Hedley Stone
Philip Weightman
Boyd L. Wilson

re FEPC
Carter

February 7, 1949

Mr. A. Philip Randolph, Co-Chairman
National Council for a Permanent FEPC
217 West 125th Street
New York 27, New York

Dear Brother Randolph:

This is to advise, in regard to the request contained in your communication to President Murray of January 21, 1949, relative to a contribution to the National Council for a Permanent Fair Employment Practice Committee, that the matter is being referred to Brother James B. Carey, Chairman of the above Committee.

Mr. Carey will bring your request to the attention of the CIO Committee to Abolish Discrimination at its next meeting.

Fraternally yours,

George L-P Weaver

George L-P Weaver
Director

GLPW:ml

Copy to Arnold Aronson

1950-51

ASA PHILIP RANDOLPH

SUBJECT FILE FAIR EMPLOYMENT PRACTICE COMMITTEE

Financial Papers
Contributions

Copies to James C. Petrillo, Pres. Amer. Fed. Musicians
Michael Straight, New Republic
Mrs. Stern, Dillard University, N. Orleans, La.
Mrs. Lula Lasker, Hotel Pierre, NYC
Mr. William Sachs, 330 Brucker Boulevard, NYC
Winthrop Rockefeller, Standard Oil Company
Julian Reiss, 60 Hillcrest Ave., Lake Placid, New York
Lesing Rosenwald, American Council for Judaism
Hugo Ernst, Hotel and Restaurant Employees Union
John S. Burke, President B. Altman Co.
William J. Donovan, 501 E. Fordham University
J. J. Morrow, Personnel Manager,
Albert Lasker, Chrysler Building, N.Y.C.
David Sarnoff, RCA Building, NYC
Dwight Palmer, General Cable Corporation
Nelson Rockefeller, 30 Rockefeller Plaza, NYC
Charles Tuttle, 15 Broad St., New York City
Jacob Potofsky, Amal. Clothing Workers, NYC

Emil Rieve, 99 Univ. Place
Joseph Curran, Maritime Union
Michael Quill, Trnsport, Workers
William McFetridge

January 12, 1950

Mc F&C
Contl

Mr. Frank Altschul
40 Wall Street
New York 5, New York

Dear Mr. Altschul:

No doubt you read in the press that Majority Leader Scot W. Lucas has announced that Bill 1728 entitled "The Federal Fair Employment Practice Act", will be taken up early in the present session of Congress. This action is the result of the fact that President Truman has stood up for his Civil Rights Report, including legislation for FEPC.

Bills on the subject of Fair Employment Practice sponsored by members of both parties have been before Congress continuously since January, 1944. Hearings on these bills have been conducted before committees of the Senate on three separate occasions, resulting each time in a favorable report. Both Republican and Democratic party platforms have pledged the enactment of such legislation. Major religious, labor, civic, veteran, racial and educational organizations have declared the FEPC to be "the most fundamental" of all pending civil rights bills. Yet, no FEPC bill has ever been brought to a vote in the Senate.

Whether one approves or disapproves of the specific provisions of the Fair Employment Practice Bills now before Congress, there can scarcely be any disagreement that all Senators should be afforded an opportunity to voice and to vote their convictions on so vital an issue.

To date, however, the tactic of the filibuster has been used successfully to deny the Senators this opportunity. The National Council for a Permanent FEPC, which has led the fight for this legislation, insists upon free and full debate on this issue and believes that a vote should follow debate. To this end, we are making an all-out fight in this session of Congress to force a vote for cloture on S. 1728, which may result in our victory.

In order that our fight may be made effective, we need funds. We have an offices in Washington at 930 F Street, N. W. and hope to have two workers on the Hill to conduct a day to day educational campaign with the Senators and Congressmen. Using the utmost economy, we have figured out a budget of $2500 a month for ten months.

May I request you to make a contribution to the National Council for a Permanent FEPC so that we may be able to maintain this budget and wage a vigorous and telling fight for FEPC legislation in this Congress? If we win, it will not only serve to help eliminate discrimination in employment relations affecting minorities in the United States, but also help to stop the rising tide of racial discrimination, religious bigotry and totalitarianism on the right and left in our land.

Knowing of your profound interest in the cause of human decency and brotherhood, I am addressing this letter to you with much urgency because of the fact that our major battles must be waged in the early part of this Congress.

Sincerely yours,

A. Philip Randolph
International President

APR:BB

nc FEPC
Contr

January 11, 1950

Mrs. Dorothy N. Bostic, President
The Girl Friends
682 Jefferson Avenue
Brooklyn, New York

Dear Mrs. Bostic:

Just a word to express on behalf of the officers and members of the National Council for a Permanent Fair Employment Practice Committee our profound thanks and appreciation for the contribution of five hundred dollars by your splendid organization, The Girl Friends.

I was indeed grateful that you, Mrs. Constance Cotterell and some of the other members of The Girl Friends were able to come to my office to have a picture made to give publicity to your support of the fight of the National Council for a Permanent FEPC to secure the adoption of Bill S. 1728 in the Senate where the crucial battle will be waged to abolish discrimination in employment relations for the entire nation.

I want to extend my congratulations to your organization upon the fact that you have seen fit to make it a policy to select some national project for your support each year. I want to express my appreciation particularly that you have selected the fight for Fair Employment Practice Legislation. May I say that I shall include your organization as one of the supporting organizations of the National Council for a Permanent FEPC on the next letter-head of the Council.

Sincerely yours,

A. Philip Randolph
International President

APR:BB

Executive Officers

Dorothy M. Bostic, President
622 Jefferson Avenue
Brooklyn 21, N. Y.

Cynthia Sinclair, Vice-Pres.
556 Bramhall Avenue
Jersey City, N. J.

Constance Cotterell, Secretary
436 West 160th Street
New York, N. Y.

Elsie Walker, Treasurer
855 Hampton Avenue
Newport News, Va.

Agnes Bolore, Editor Chatterbox
68 Collins Street
Hamden, Conn.

THE GIRL FRIENDS
INCORPORATED

Eunice Shreeves, Hon. President
9423 South Harvard Avenue
Chicago, Ill.

Elizabeth Huggins, Parliamentarian
537 Sherman Parkway
New Haven, Conn.

New Jersey - Cynthia Sinclair - National V. Pres
Marie Carpenter
Inell Neale

Baltimore, Md. - Boston, Mass. - Brooklyn, N. Y. - Bridgeport, Conn. - New Haven, Conn. - New Jersey - Newport News, Va.
New York, N. Y. - Philadelphia, Pa. - Pittsburg, Pa. - Richmond, Va. - Roanoke, Va. -- Springfield, Mass. - Washington, D. C.

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ROCKEFELLER CENTER
NEW YORK

OFFICE OF THE PRESIDENT

MOTION PICTURE HERALD
MOTION PICTURE DAILY
BETTER THEATRES
THEATRE SALES
MOTION PICTURE ALMANAC
FAME

February 16, 1950.

Dear Mr. Randolph:

In Mr. Quigley's absence from New York I am sending to you herewith the following checks which we have received to date as contributions to the National Council for a Fair Employment Practice Commission:

Mr. Charles P. Skouras, Fox West Coast Agency Corp., 1609 W. Washington Blvd., Los Angeles, California.	$ 250.00
Mr. George P. Skouras, (Personal) Skouras Theatres Corp., 1501 Broadway, New York, New York	100.00
Mr. Darryl F. Zanuck (Personal) Twentieth Century-Fox Studios, Beverly Hills, California.	100.00
Mr. Leo Spitz (Personal) Universal-International Studios, Universal City, California	100.00
Mr. Herman Robbins (Personal) National Screen Service Corp., 1600 Broadway, New York, New York.	100.00
Mr. Si Fabian, Fabian Theatres Corporation, 1501 Broadway, New York, New York.	100.00
Mr. Al Lichtman (Personal) Twentieth Century-Fox Film Corp., 444 West 56th Street, New York, New York.	50.00

Mr. Barney Balaban (Personal) B. & T. Association, Inc., 1501 Broadway, New York 18, New York.	$ 50.00
Mr. William Goetz (Personal) Universal-International Pictures, Universal City, California.	50.00
Mr. Leonard H. Goldenson (Personal) United Paramount Theatres, Inc., 1501 Broadway, New York 18, New York.	25.00
Mr. Joseph R. Vogel (Personal) Loew's, Incorporated, 1540 Broadway, New York, New York.	25.00
Mr. Malcolm Kingsberg (Personal) RKO Theatres, Inc., 1270 Sixth Avenue, New York 20, New York.	25.00
Mr. Joseph Bernhard, Film Classics, Inc., 1501 Broadway, New York 18, New York.	25.00
Total	$1,000.00

While we have acknowledged receipt of these checks, we would appreciate word from you that a note of thanks has been sent to each of the contributors by the F.E.P.C.

With kindest regards,

Yours sincerely,

Leo Brady

Assistant to the President.

Mr. A. Philip Randolph,
National Council for a
Permanent F.E.P.C.,
217 West 125th Street (Room 301),
New York 27, New York.

March 13, 1950

Mr. James B. Carey
Secretary-Treasurer
Congress of Industrial Organizations
718 Jackson Place, N. W.
Washington, D. C. (6)

Dear Brother Carey:

Just a word of remembrance and the hope that you are well and the work moves promisingly forward. Find enclosed copy of letter which is self-explanatory.

May I hope that you may find it convenient to send a contribution to the National Council for a Permanent FEPC which is facing a hard fight ahead to secure the enactment of FEPC legislation by this Congress.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

APR:ha
enc.

[redacted]

- 217 W. 125 St.
New York 27, N. Y.

March 31, 1950

Mr. Leo Brady
Assistant to the President
Quigley Publishing Company, Inc.
Rockefeller Center
New York, N. Y.

Dear Mr. Brady:

Just a word to thank you for your letter of February 16th with checks in the amount of one thousand dollars from men in the motion picture field who were made interested in the fight of the National Council for a Permanent FEPC by our good and mutual friend, Mr. Quigley. May I say that I am sending letters to each of the contributors. I have just returned from a long trip South in the interest of the Brotherhood of Sleeping Car Porters.

Sincerely yours,

APR:hm

A. Philip Randolph
International President

NC FEPC
Contrib

January 9, 1950

Mr. David Dubinsky, President
International Ladies Garment Workers Union
1710 Broadway
New York, New York

Dear Brother Dubinsky:

Pursuant to our discussion on the fight for FEPC in the 81st Congress, I am, herewith, sending you this letter requesting that the International Ladies Garment Workers Union renew its contribution to the National Council for a Permanent Fair Employment Practice Committee of $5000. In order to help us get the fight going, I am asking for an advance of $1000 immediately.

Now, the National Council is planning to make every effort to stage an effective all-out fight in order to get Senate Bill 984 and House Bill 2836 for Fair Employment Practice Legislation through the present Congress. To this end, we are trying to raise $2500 as a budget for each month for two months.

We have an office in Washington, D. C. at 930 F Street, N. W. with an office manager and two men who are doing lobby work on the Hill. Both are quite experienced and know their jobs thoroughly. They are Messrs. R.R. Church and Paul Kline. The former works with the Republican side of both houses and the latter with the Democratic side.

As a result of the strong position President Truman has taken in favor of FEPC legislation in this Congress, there is a splendid opportunity for victory. If a vigorous and unrelenting struggle is made for FEPC we can win if only we get adequate funds.

May I say that the National Council for a Permanent FEPC is greatly appreciative of the fine support the International Ladies Garment Workers has given the fight throughout the years and it hopes that you may help it at this time so that we may be able to drive the Dixiecrats and their reactionary Republican cohorts to cover and halt the life and growth of racial and religious bigotry in this country.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

NCFEPC
Contri

-217 W. 125 St.
New York 27, N.Y.

May 1, 1950

Mr. David Dubinsky, President
International Ladies Garment Workers Union
1710 Broadway
New York, N. Y.

Dear Sir and Brother;

Greetings and felicitations to your Convention.

The National Council for a Permanent FEPC hails the officials, delegates and members of the International Ladies Garment Workers Union assembled in Convention. We salute and congratulate you upon the great organization you have built which not only serves its members in building wage structures that provide decent standards of living and reduces hours of work for recreation, culture and pleasure but, it has also served as a dynamic force in helping to make democracy work in the United States.

We salute David Dubinsky, President, one of the great labor statesmen of these times. He has registered his personality, social vision and idealism through the struggle to build the power of your Organization upon the conscience of America.

Bertram Russell, eminent British philosopher, declared recently that the only worst fate than atomic warfare which would befall our civilization would be the domination of the world by Russian Totalitarian Communism.

To avoid either or both disasters, the workers, black and white, Jew and Gentile, Catholic and Protestant, of hand and brain, must build great and powerful labor organizations that are progressive and aggressive, as powerful bastions and bulwarks of a free U.S.A. and a free world.

With a world-wide wave of reaction toward Communism or Facism mounting higher and higher, menacing democracy and liberty, every demonstration of power and progress of organized labor, gives new hope and faith and promise for a better tomorrow with peace and plenty, justice and freedom.

It is to the great credit of your matchless leadership, sound and devoted membership of your great Organization that you have built and continue to build a power of labor to stand against the on-rushing tides of world reaction from the left and the right.

Complementary and supplementary to your struggles of labo in the United States of which your movement is a part, is the fight of the National Council for a Permanent FEPC for federal legislation which will eliminate discrimination against workers because of race, color, religion or national origin. Bills are now in Congress providi for the principle of fair employment practice. In order to win, we need great financial and moral support from the workers' unions and other liberal agencies.

To this end the National Council for a Permanent FEPC appeals to your Convention to make a generous contribution to the Council at this time to help it bear forward the banner of fair employment practice to a successful and complete victory in this Congress.

Forward, onward and upward to a better and happier tomorrow for all workers regardless of race or color, religion or national origin.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

HUGO ERNST
GENERAL PRESIDENT

ED. S. MILLER
GENERAL SECRETARY-TREASURER

J. W. BROWN
GENERAL COUNSEL

**HOTEL & RESTAURANT EMPLOYEES AND
BARTENDERS INTERNATIONAL UNION**

528-530 WALNUT STREET, CINCINNATI 2, OHIO

GENERAL OFFICE TELEPHONES
PARKWAY 8164
PARKWAY 8165

PERSONAL PHONE
DU 0064

AFFILIATED WITH
AMERICAN FEDERATION OF LABOR
TRADES AND LABOR CONGRESS OF CANADA
RAILWAY LABOR EXECUTIVES ASSOCIATION

OFFICE OF THE
GENERAL PRESIDENT

CINCINNATI, OHIO,
January 18, 1950

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters, etc.
217 West 125th Street, Room 301
New York, 27, New York

Dear brother Randolph:

This will acknowledge receipt of yours of January the 16th wherein you suggest that our International Union contribute some money to the Permanent FEPC.

You know very well my sentiments in this matter and in view of the fact that our General Executive Board is going to meet in Miami, Florida in February, I will bring this matter before the Board for consideration and action.

With best wishes, I am

Fraternally yours,

Hugo Ernst
General President

HE:FH

Mrs. Miller
Kindly write—
~~Dear~~ Brother Ernst
Permit me to express our
Great appreciation for your letter
of Jan 18, 1950, expressing your interest
and cooperation with the fight for
We will appreciate any help the General Executive
Board can give the National Council for a Permanent
to carry on the fight for FEPC.
Fraternally A. Philip Randolph

Ballots Defend
Your Freedom
BE SURE TO
REGISTER
AND VOTE

"THE CATERING INDUSTRY EMPLOYEE" • OFFICIAL JOURNAL • SUBSCRIPTION $1.50 A

NCPFEPC
Union

February 6, 1950

Mr. Hugo Ernst
General President
Hotel & Restaurant Employees
and Bartenders International Union
528-30 Walnut Street
Cincinnati 2, Ohio

Dear Brother Ernst;

Permit me to express my great appreciation for your letter of January 18th, 1950 expressing your interest in and cooperation with the fight for FEPC. We will appreciate any help the General Executive Board can give the National Council for a Permanent FEPC to carry on the fight for FEPC.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

copy to Michael Quill and William McFetridge

Mc FEPC
Contri

January 10, 1950

Mr. Patrick Gorman, Secretary-Treasurer
Amalgamated Meat Cutters and Butcherworkmen of America
801 N. Wells Street
Chicago 6, Illinois

Dear Brother Gorman:

In planning our campaign to secure the enactment of the Bills in the House and Senate for a permanent FEPC, may I say that one of our first problems to execute a successful fight is to get adequate funds to wage said fight.

The National Council for a Permanent FEPC is attempting to coordinate all forces on a nation-wide scale for the purpose of grass roots pressure upon the Congressmen and Senators in the respective districts and states that will enable them to see that the people want FEPC. In order that this struggle may be effective, your support, financial and moral, is urgently needed.

An examination of the lists of organizations and individuals that have supported the National Council for a Permanent FEPC in the fight for federal legislation in the past shows that you are among them. May I urge you to renew your contribution to the Council at this time? Our big drive must be made in the early part of the Congress and I hope you may be able to help us now with a contribution.

For your information, our financial resources with which to initiate the fight are pitifully small. We have an office manager at 930 F Street, N. W., Washington, D. C. We are in her debt but she has faithfully carried on despite this fact and is willing to continue. It is our purpose to place two experienced men to work on the Hill in Washington, D. C. with the members of the House and Senate. We expect them to be Messrs. R.R. Church and Paul Kline. They did a splendid job last year. In order that this program may be carried out, we must be prepared to meet the expenses incidental thereto. Thus, it is the hope of the National Council that we will be able to raise funds that will provide for an expenditure of a minimum of $2500 a month for the next ten months.

Won't you help us to carry out this program! Let me thank you and your great organization for the fine support you have given this fight in the past. I assure you, the National Council for a Permanent FEPC and its officers deeply appreciate it.

Fraternally yours,

A. Philip Randolph
International President

APR:JB

January 18, 1950

Mr. Patrick E. Gorman
International Secretary-Treasurer
Amalgamated Meat Cutters and Butcher
Workmen of North America
201 N. Wells Street
Chicago, 6, Illinois

Dear Sir:

Permit me in the absence of Mr. Randolph from the city to acknowledge receipt of your check of one hundred dollars ($100) made to the National Council for a Permanent FEPC. Mr. Randolph will be in the office again in March and you will hear from him.

Very truly yours,

Hazel Alves Miller
Secretary

no-rett/ Contrb

217 W. 125 St.
New York 27, N. Y.

April 20, 1950

Mr. Patrick E. Gorman
International Secretary-Treasurer
Amalgamated Meat Cutters and Butcher
Workman of North America
201 N. Wells Street
Chicago 6, Illinois

Dear Pat:

I have just returned from an extended trip South visiting local divisions of the Brotherhood of Sleeping Car Porters. I note your letter and check for one hundred dollars as contribution to the National Council for a Permanent FEPC. I want you to know that we officers and members of the Council deeply appreciate this contribution and the consistent support your great organization has given this crusade for human justice, regardless of race, color, religion or national origin.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

NC FEPC
Contri

November 3, 1950

Mr. Adolph Held
Jewish Labor Committee
175 East Broadway
New York, N. Y.

My dear Friend and Brother:

Permit me in the name of the officers and members of the National Council for a Permanent FEPC to express our deep gratitude and appreciation for a contribution of $500 to carry on the fight for federal FEPC legislation. You will be kept informed of developments in this struggle.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

NC FEPC
contri

[redacted]

217 W. 125 St.
New York, 27, N. Y.

March 31, 1950

Mrs. Elese Hopson
Office Manager
National Council for
A Permanent FEPC
930 F Street N. W.
Washington, D. C.

Dear Mrs. Hopson;

Find enclosed checks as follows;

Mr. Charles P. Skouras Fox West Coast Agency Corp. 1609 W. Washington Blvd. Los Angeles, Calif.	$ 250.00
Mr. George P. Skouras (Personal) Skouras Theatres Corp. 1501 Broadway New York, N. Y.	100.00
Mr. Darryl F. Zanuck (Personal) Twentieth Century-Fox Studios Beverly Hills, Calif.	100.00
Mr. Leo Spitz (Personal) Universal-International Studios Universal City, Calif.	100.00
Mr. Herman Robbins (Personal) National Screen Service Corp. 1600 Broadway New York, N. Y.	100.00

Mr. Si Fabian
Fabian Theatres Corporation
1501 Broadway
New York, N. Y. $ 100.00

Mr. Al Lichtman (Personal)
Twentieth Century-Fox Film Corp.
444 West 56 Street
New York, N. Y. 50.00

Mr. Barney Balaban (Personal)
B. & Y. Association, Inc.
1501 Broadway
New York 18, N. Y. 50.00

Mr. William Goetz (Personal
Universal-International Pictures
Universal City, Calif. 50.00

Mr. Leonard H. Goldenson (Personal)
United Paramount Theatres, Inc.
1501 Broadway
New York 18, N. Y. 25.00

Mr. Joseph R. Vogel (Personal)
Loew's Incorporated
1540 Broadway
New York, N. Y. 25.00

Mr. Malcolm Kingsberg (Personal)
RKO Theatres, Inc.
1270 Sixth Avenue
New York 20, N. Y. 25.00

Mr. Joseph Bernhard
Film Classics, Inc.
1501 Broadway
New York 18, N. Y. 25.00

$1,000.00

William Sachs
Sachs Quality Stores
380 Bruckner Boulevard
New York 54, N. Y. 100.00

$1,100.00

Please deposit them.

Sincerely yours,

A. Philip Randolph
International President

APR:ha
encs.

Nc FEP
Cmte

April 20, 1950

Mrs. Elsse Hopson
National Council for
A Permanent FEPC
930 F Street, N.W.
Washington, D. C.

Dear Elise:

Find enclosed check from the United Hatters, Cap and Millinery Workers International Union as payment on their pledge. Kindly send them an acknowledgement and receipt for same.

Sincerely yours,

APR:ha
enc.

A. Philip Randolph
International President

NCPFEPC
Contri

June 13, 1950

Mrs. Elise Hopson
National Council for a Permanent FEPC
930 F Street, N.W.
Washington, D. C.

Dear Elise:

Find enclosed check for $100 as installment on the pledge of $400 by the United Hatters, Cap and Millinery Workers International Union. Kindly send them an official receipt and a letter of appreciation.

Fraternally yours,

APR:ha
enc.

A. Philip Randolph
International President

NCFEPC
Contr

June 26, 1950

Mrs. Elise Hopson
National Council for a Permanent FEPC
930 F Street, N.W.
Washington, D. C.

Dear Elise;

Find enclosed check for $100 which is a part of the pledge from the United Hatters, Cap and Millinery Workers International Union. Kindly send them a receipt and a letter of appreciation.

Sincerely yours,

APR:ha
enc.

A. Philip Randolph
International President

NCFEPC
Contr

November 2, 1950

Miss Elise Hagson
National Council for
A Permanent FEPC
930 F Street, N.W.
Washington, D. C.

Dear Elise:

Find enclosed check for $500 from the Jewish Labor Committee, 175 East Broadway, New York 2, N. Y., which you may deposit.

Sincerely yours,

A. Philip Randolph
International President

APR:ha
enc.

NCFEPC
Contri

217 W. 125 St.
New York 27, N. Y.

April 10, 1950

Mr. George Silver
Field Secretary
Jewish Labor Committee
175 East Broadway
New York 2, N. Y.

Dear George:

Upon my return to New York from an extended Southern trip in the interest of the Brotherhood of Sleeping Car Porters and the National Council for a Permanent FEPC, I found your letter and check of $250 as contribution to the National Council. Of course the check had already been deposited for use in the Council but I want to personally express on behalf of the officers and members of the Council our deep and sincere appreciation for this installment on your pledge to the Council. I want you to know that we are grateful from the bottom of our hearts because of the consistent support the Jewish Labor Committee has given this great crusade for human justice regardless of race, color, religion, national origin or ancestry.

Fraternally,

APR:hs

A. Philip Randolph
Co-Chairman

Amalgamated Meat Cutters and Butcher Workmen of North America

AFFILIATED WITH A.F. OF L.

201 N. WELLS STREET
CHICAGO 6, ILLINOIS

EARL W. JIMERSON
INTERNATIONAL PRESIDENT
PATRICK E. GORMAN
INTERNATIONAL SECY.-TREAS.

January 16, 1950

Mr. A. Philip Randolph, Int. Pres.
Bthd. Sleeping Car Porters
217 W. 125th St., Rm. 301
New York 27, N. Y.

Dear Sir and Brother:

I acknowledge receipt of your letter of January 10. Attached is our check in the amount of $100.00 made payable to the National Council for a Permanent FEPC.

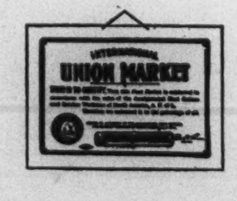
I am a little rushed today to get away and for this reason must be very brief.

With kind personal regards, I remain

Fraternally yours,

Secretary-Treasurer

peg/lfl



NCFEPC
Contr

217 W. 125 St.
NYC 27

May 2, 1950

Mr. Albert D. Lasker
405 Lexington Avenue
New York, N. Y.

Dear Mr. Lasker:

Civil rights legislation, especially FEPC Bill S 1728 now on the calendar, which according to majority leader in the Senate, Scott W. Lucas, was to be called up for Senate action four different times and as many times nothing has been done. Republicans, hypocritically but truthfully, charge Democrats with not acting in good faith.

Feeling among Negroes and other minorities is becoming resentful and skeptical, if not defeatist.

We must redouble our efforts to make both Democratic and Republican senators feel the pressure of an aroused and awakened public opinion for action before it is too late. Even if we fail in this great crusade against hate of race and religion, to get FEPC legislation, we must not fail to do what we can and ought to, namely fight for the McGrath FEPC Bill with enforcement powers.

Won't you help with a generous contribution to the National Council for a Permanent FEPC.

Let us keep the conscience of America disturbed until every American regardless of race, color, religion, national origin or ancestry has a right to work. Our war chest is low. Please don't fail us.

Fraternally yours,

APR:ha

A. Philip Randolph
Co-Chairman

UNITED HATTERS, CAP AND MILLINERY WORKERS INTERNATIONAL UNION
245 FIFTH AVENUE, NEW YORK 16, N. Y.
Telephone, MUrray Hill 3-1881

ALEX ROSE, *President* MARX LEWIS, *General Secretary-Treasurer* MARTIN LAWLOR, *Label Secretary*

June 27, 1950

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York, N.Y.

Dear Brother Randolph:

I am sorry to find that a communication, which you sent us shortly before our recent convention, greeting our convention and requesting continuation of our support of the campaign which the National Council for a Permanent F.E.P.C. is waging, remains unanswered.

I know that Brother Zaritsky to whom your letter was addressed and who retired at our convention, to be succeeded by Brother Alex Rose, appreciated immensely, as did our organization, your very kind references to the leadership which he has given to our International Union and to the causes to which you and he and all who strive for a better world and a happier people are dedicated.

Our organization will, of course, continue to be interested in the struggle that is being waged to eliminate the barriers that have been erected to keep our people divided because of racial or religious differences. We know that this is part of the eternal and world-wide battle for human freedom and dignity. We know, too, that while these barriers remain there can be no security or freedom for anyone.

At a meeting of our Board of Directors held since the convention a subcommittee was named to consider the various requests which we received during and since the convention for contributions to causes and institutions in which we are interested. I have been unable to arrange for a meeting of this subcommittee due to the fact that some members of it have been out of town. I hope to be able to have a meeting within the next week or two. I want to assure you that the request which your letter contains for a contribution to the Council for a Permanent F.E.P.C. will be brought to the committee's attention.

Thanking you again for your warm greetings, and with kind personal regards, I am

Fraternally yours,

Marx Lewis
General Secretary-Treasurer

328

ML:S

NCFEPC
Contri

June 28, 1950

Mr. Marx Lewis
General Secretary-Treasurer
United Hatters, Cap and
Millinery Workers International Union
245 Fifth Avenue
New York 16, N. Y.

Dear Brother Lewis:

Just a word to thank you for your letter of June 27th expressing the continuing interest of your great Organization in the fight for FEPC legislation and your suggestion that at the first meeting of the Sub-committee named to consider requests presented to the Convention, that the letter of the National Council for a Permanent FEPC requesting support from your Organization will be considered.

I assure you we appreciate this immensely.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

January 16, 1950

Mr. A. Philip Randolph
c/o Mr. A. C. Speight
817 Q Street, N.W.
Washington, D. C.

Dear Mr. Randolph:

Just a note to let you know the Jewish Labor Committee sent the National Council a check for $250. I will keep it with the others you left with me.

Sincerely yours,

Hazel Alves Miller

February 17, 1950

Mr. A. Philip Randolph
c/o Mary Elizabeth Hotel
Miami, Florida

Dear Mr. Randolph:

Mr. Martin Quigley has raised $1000 for the Council. I will keep the checks here until you let me know what is to be done with them.

Sincerely yours,

Hazel Alves Miller

re FEPC
Contri

November 17, 1950

Mr. N. M. Minkoff, Secretary-Treasurer
Joint Board Dress and Waistmakers Union
218 West 40 Street
New York, New York

Dear Brother Minkoff:

Permit me on behalf of the officers and members of the National Council for a Permanent FEPC, to express our deep appreciation for the donation of $25 to our fight. May I say that we are now planning to renew our struggle for a federal FEPC in the next Congress.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

Congress of Industrial Organizations

CIO

718 Jackson Place, N. W. • Washington 6, D. C.

Office of
THE PRESIDENT

EXecutive 5581

NC FEPC
Contri

1500 Commonwealth Bldg.
Pittsburgh 22, Pa.

January 27, 1950

Mr. A. Philip Randolph, Co-Chairman
National Council for a Permanent Fair
Employment Practice Committee
930 F Street, N. W.
Washington 4, D. C.

Dear Sir and Brother:

I am in receipt of your communication of January 26th and note your request regarding the funds to keep your Permanent Fair Employment Practice Committee functioning.

I am taking the liberty of referring your letter to Secretary James B. Carey with the suggestion that the CIO make a contribution to assist your committee and its work.

With every good wish, I remain

Yours very truly,

Philip Murray

Philip Murray

CONGRESS OF INDUSTRIAL ORGANIZATION
718 Jackson Place, N. W.
Washington 6, D. C.

1500 Commonwealth Bldg.
Pittburgh 22, Pa.

January 27, 1950

Mr. A. Philip Randolph, Co-Chairman
National Council for a Permanent Fair
Employment Practice Committee
930 F Street, N. W.
Washington 4, D. C.

Dear Sir and Brother:

I am in receipt of your communication of January 26th and note your request regarding the funds to keep your Permanent Fair Employment Practice Committee functioning.

I am taking the liberty of referring your letter to Secretary James B. Carey with the suggestion that the CIO make a contribution to assist your committee and its work.

With every good wish, I remain,

Yours very truly,

Philip Murray

COPY

March 13, 1950

Mr. Philip Murray
Congress of Industrial Organization
718 Jackson Place, N.W.
Washington, 6, D.C.

Dear Sir and Brother:

Permit me to thank you for your letter of January 7th informing me that you were referring my letter with request for funds for the National Council for a Permanent FEPC which is leading the fight for FEPC legislation to Secretary James B. Carey of the CIO with the suggestion that the CIO make a contribution to assist our Committee and its work. I assure you that I appreciate this immensely. Up to now we have not received a contribution from the CIO this year, but deeply appreciate your generous past financial support, and I hope that you may again express your wish to Brother Carey with respect to this matter inasmuch as a hard fight for FEPC lies ahead.

With cordial good wishes, I am

Fraternally yours,

APR:ha

A. Philip Randolph
International President

NCFEPC
Contri

C O P Y

February 27, 1950

Mr. A. Philip Randolph, International President
National Council for a Permanent FEPC
930 F Street, N.W.,
Washington 4, D. C.

Dear Sir and Brother:

In reply to your letter of January 23rd, I beg to advise that the American Federation of Musicians will contribute to the National Council for a Permanent FEPC $500.00 to aid you in your work.

Check in this amount will reach you from our Treasurer's Office within a week or ten days.

Fraternally yours,

(Signed) James C. Petrillo

President

JCP: NMH

nc PCVC
Crilm

- 217 W. 125 St.
New York 27, N.Y. April 21, 1950

Mr. Jacob Potofsky, President
Amalgamated Clothing Workers of America
15 Union Square
New York, N. Y.

Dear Brother Potofsky:

Civil rights legislation, especially FEPC Bill S. 1728 now on the calendar, which according to majority leader in the Senate, Scott W. Lucas, was to be called up for Senate action four different times and as many times nothing has been done. Republicans, hypocritically but truthfully, charge Democrats with not acting in good faith.

Feeling among Negroes and other minorities is becoming resentful and skeptical, if not defeatist.

We must redouble our efforts to make both Democratic and Republican senators feel the pressure of an aroused and awakened public opinion for action before it is too late. Even if we fail in this great crusade against hate ofrace and religion, to get FEPC legislation, we must not fail to do what we can and ought to, namely, fight for the McGrath FEPC Bill with enforcement powers.

Won't you help with a generous contribution to the National Council for a Permanent FEPC.

Let us keep the conscience of America disturbed until every American regardless of race, color, religion, national origin or ancestry has a right to work. Our war chest is low. Please don't fail us.

Fraternally yours,

APR:ha

A. Philip Randolph
Co-Chairman

Re-FEPC
Contrib

January 3, 1950

Mr. Martin Quigley
Rockefeller Center
New York, New York

My dear Mr. Quigley:

Pursuant to our conference you were kind enough to arrange in your office, Thursday morning, December 29th in the interest of your helping the National Council for a Permanent FEPC secure funds from some of your friends, may I say that when you communicate with your associates you inform them of the titles of the bills for FEPC, the adoption of which we are working on. They are as follows: H. R. 4453 and S. 1728.

May I say that these bills are on the calendar of the Senate and action can be taken on them without any great difficulty inasmuch as there will be no occasion for committee hearings, where testimony is made by various representatives of organizations for their action.

You might indicate to them that the heart of our fight involves getting the members of the Senate to vote for cloture to break the filibuster. In order to achieve this, it will require many and repetitive conferences with Senators and Congressmen, as well as a vigorous letter-post card and telegram campaign to enlist organizations to activize their members to bring their influence to bear upon the Congressmen in the various districts and the Senators in the States.

I hope to be able to induce organizations throughout the country to direct forum groups and conferences with the precinct, ward, city, county and state Democratic and Republican organizations, since we feel that all of these political links are important in attempting to get favorable action from the House and Senate.

We also hope to keep the press fully informed of all meetings, discussions and resolutions adopted by various organizations, including neighborhood minority groups and foreign, trade and labor papers as well as to make use of letters to the editor columns and to seek editorial support for the bills.

This will cost money. We are attempting to raise a minimum of $1000 a month and if possible $[illegible] for the next ten months. It might be of interest also to inform your friends and associates that the National Council for a Permanent FEPC is free from any Communist taint and that it is a cross-section of Catholic, Protestant and Jewish faiths, A.F. of L. and CIO labor organizations, Republicans and Democrats and the white and Negro races.

I hope that these suggestions may be helpful in your getting your friends to renew their support to the National Council for a Permanent FEPC.

Very sincerely yours,

A. Philip Randolph
International President

APR:RS

xc FEPC
Contri

January 4, 1950

Mr. Martin Quigley
Rockefeller Center
New York, N. Y.

My dear Mr. Quigley:

Pursuant to our conference you were kind enough to arrange in your office, Thursday, December 29th in the interest of your helping the National Council for a Permanent FEPC secure funds from some of your friends, may I say that when you communicate with your associates I would suggest that you inform them of the titles of the bills for FEPC, the adoption of which we are working for. They are as follows: H.R. 4453 and S. 1728.

May I say that action can be taken on these bills without any great difficulty inasmuch as there will be no occasion for Committee hearings, where testimony is made by various representatives of organizations which takes up quite a bit of time.

You might indicate to them that the heart of our fight involves getting the members of the Senate to vote for cloture to break the filibuster. In order to achieve this, it will require many and repetitive conferences with Senators and Congressmen, as well as a vigorous letter-post card and telegram campaign to enlist organizations to activize their members to bring their influence to bear upon the Congressmen and Senators in the various districts and states.

We hope to be able to induce organizations throughout the country to hold conferences with the precinct, ward, city, county and state Democratic and Republican organizations, since we feel that all of these political links are important in attempting to get favorable action from the House and Senate.

We also hope to keep the press fully informed of all meetings, discussions and resolutions adopted by various organizations, including neighborhood minority groups and foreign, trade and labor papers as well as to make use of letters to the editor columns and to seek editorial support for the bills.

This will cost money. We are attempting to raise a minimum of $8000 a month and if possible $10,000 for the next two months. It might be of interest also to inform your friends and associates that the National Council for a Permanent FEPC is free from any Communist taint and that it is a cross-section of Catholic, Protestant and Jewish faiths, A. F. of L. and CIO labor organizations, Republicans and Democrats and the white and Negro races.

I hope that these suggestions may be helpful in your getting your friends to renew their support to the National Council for a Permanent FEPC.

May I wish for you a happy New Year.

Very sincerely yours,

APR:bd

A. Philip Randolph
International President

January 20, 1950.

Dear Harry:

The simplest, most basic requirement for the maintenance of human rights and social justice is the right of equality of opportunity in earning a livelihood—without regard to race, color, religion or national origin.

In order to serve this essential purpose the proposal now before Congress which is known as the Fair Employment Practice Bill, should be enacted into law. The proposal is a moderate and reasonable measure. It is calculated to do nothing more than achieve and maintain that measure of economic justice which is the right of every citizen of this nation under the principles to which the nation is pledged.

As co-chairman of National Council for a Fair Employment Practice Commission, I urge your active support of this Bill.

Much of the work in support of this Bill is by volunteer effort, but certain moderate expenditures are necessary. In this connection the motion picture industry, as represented by the group of leading executives to whom this letter is being addressed, are invited to give support to this vital work.

A quota of $5,000 from the industry is being sought. Any subscription toward this total will be very useful and greatly appreciated. You may make check payable to "National Council, F.E.P.C."

Yours sincerely,
(SIGNED) Martin Quigley

Mr. Harry Cohn,
Columbia Pictures Corp.,
1438 North Gower Street,
Hollywood 28, California.

NCFEPC
Contri

QUIGLEY PUBLISHING COMPANY, INC.
ROCKEFELLER CENTER
NEW YORK

OFFICE OF THE PRESIDENT

MOTION PICTURE HERALD
MOTION PICTURE DAILY
BETTER THEATRES
THEATRE SALES
MOTION PICTURE ALMANAC
FAME

January 25, 1950.

Dear Mr. Randolph:

Enclosed is copy of letter which is being sent to leading executives in the motion picture industry.

With kindest personal regards,

Yours sincerely,

Martin Quigley

Mr. A. Philip Randolph,
National Council for a
Permanent F.E.P.C.,
217 West 125th Street,
New York 27, New York.

[redacted]

- 217 W. 125 St.
New York 27, N. Y.

March 31, 1950

Mr. Martin Quigley
Quigley Publishing Company, Inc.
Rockefeller Center
New York, N. Y.

Dear Mr. Quigley:

Just a word to express, on behalf of the National Council for a Permanent FEPC, our great appreciation and sincere thanks for your splendid efforts in securing a thousand dollars from your friends in the motion picture field for the National Council for a Permanent FEPC. I have just returned from a long trip South in the interest of my organisation, the Brotherhood of Sleeping Car Porters. Upon my return I found the checks and I am forthwith sending a letter of appreciation to each one of the contributors.

May I hope you are enjoying the best of health.

Very sincerely yours,

APR:hs

A. Philip Randolph
Co-Chairman

Copy to:

Mr. George P. Skouras
Skouras Theatres Corp.
1501 Broadway
NYC

Mr. Darryl F. Zanuck
Twentieth Century-Fox Studios
Beverly Hills, Calif.

Mr. Leo Spitz
Universal-International Studios
Universal City, Calif.

Mr. Herman Robbins
National Screen Service Corp.
1600 Broadway
New York, N. Y.

~~Mr. Leo Spitz~~
~~Universal-International~~
-217 West 125 Street
New York 27, N. Y.

March 31, 1950

Mr. Charles P. Skouras
Fox West Coast Agency Corp.
1609 W. Washington Blvd.
Los Angeles, Calif.

Dear Mr. Skouras;

In the name of the officers and members of the National Council for a Permanent FEPC which is leading the fight to secure the enactment of legislation for a fair employment practice committee without regard to race, color, religion, national origin or ancestry, I want to express sincere thanks and appreciation for your contribution of $250 that you made upon the request of our mutual friend, Mr. Martin Quigley, Rockefeller Center, New York.

Your contribution will mean much. It will not only give the fight greatly needed financial support but it will also give it a moral lift of farreaching significance.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

Mr. Si Fabian
Fabian Theatres Corporation
1501 Broadway
NYC

Mr. Barney Balaban
B&T Association, Inc.
1501 Broadway
NYC 18

Mr. Leonard H. Goldenson
United Paramount Theatres, Inc.
1501 Broadway
NYC 18

Mr. Al Lichtman
Twentieth Century-Fox Film Corp.
444 West 56 Street
NYC

Mr. William Goetz
Universal-International Pictures
Universal City, Calif.

Mr. Joseph R. Vogel
Loew's Incorporated
1540 Broadway
New York, N. y.

over

Mr. Malcolm Kingsberg
RKO Theatres, Inc.
1270 Six th Avenue
NYC 20

Mr. Joseph Bernhard
Film Classics, Inc.
1501 Broadway
NYC 18

NCFEP / Contrib

xxxxxxxxxxxxxxxxxx

- 217 W. 125 St.
New York 27, N. Y.

April 21, 1950

Mr. Emil Rieves, President
Textile Workers Union-CIO
Copla Plaza
Boston, Mass.

Dear Sir and Brother:

Greetings and felicitations to your Convention.

The National Council for a Permanent FEPC hails the officials, delegates and members of the Textile Workers Union-CIO assembled in Convention in Boston. We salute and congratulate you upon the great organization you have built which not only serves its members in building wage structures that provide decent standards of living and reduces hours of work for recreation, culture and pleasure but, it has also served as a dynamic force in helping to make democracy work in the United States.

We salute Emil Rieves, President, one of the great labor statesmen of these times. He has registered his personality, social vision and idealism through the struggles to build the power of your Organization upon the conscience of America.

Bertram Russell, eminent British philosopher, declared recently that the only worst fate than atomic warfare which would befall our civilization would be the domination of the world by Russian Totalitarian Communism.

To avoid either or both disasters, the workers, black and white, Jew and Gentile, Catholic and Protestant, of hand and brain, must build great and powerful labor organizations that are progressive and aggressive, as poweful bastions and bulwarks of a free U.S.A. and a free world.

With a worldwide wave of reaction toward Communism or Fascism mounting higher and higher, menacing democracy and liberty, every demonstration of power and progress of organized labor, gives new hope and faith and promise for a better tomorrow with peace and plenty, justice and freedom.

It is to the great credit of your matchless leadership, sound and devoted membership of your great Organization that you have built and continue to build a power of labor to stand against the on-rushing tides of world reaction from the left and the right.

Complementary and supplementary to your struggles of labor in the United States of which your movement is a part, is the fight of the National Council for a Permanent FEPC for federal legislation which will eliminate discrimination against workers because of race, color, religion or national origin. Bills are now in Congress providing for the principle of fair employment practice. In order to win, we need great financial and moral support from the workers' unions and other liberal agencies.

To this end, the National Council for a Permanent FEPC appeals to your Convention to make a generous contribution to the Council at this time to help it bear forward the banner of fair employment practice to a successful and complete victory in this Congress.

Forward, onward and upward to a better and happier tomorrow for all workers regardless of race or color, religion or national origin.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

no FEPC
contr

January 12, 1950

Mr. Nelson Rockefeller
30 Rockefeller Plaza
New York, New York

Dear Mr. Rockefeller:

No doubt you read in the press that Majority Leader Scot W. Lucas has announced that Bill 1728 entitled "The Federal Fair Employment Practice Act", will be taken up early in the present session of Congress. This action is the result of the fact that President Truman has stood up for his Civil Rights Report, including legislation for FEPC.

Bills on the subject of Fair Employment Practice sponsored by members of both parties have been before Congress continuously since January, 1944. Hearings on these bills have been conducted before committees of the Senate on three separate occasions, resulting each time in a favorable report. Both Republican and Democratic party platforms have pledged the enactment of such legislation. Major religious, labor, civic, veteran, racial and educational organizations have declared the FEPC to be "the most fundamental" of all pending civil rights bills. Yet, no FEPC bill has ever been brought to a vote in the Senate.

Whether one approves or disapproves of the specific provisions of the Fair Employment Practice Bills now before Congress, there can scarcely be any disagreement that all Senators should be afforded an opportunity to voice and to vote their convictions on so vital an issue.

To date, however, the tactic of the filibuster has been used successfully to deny the Senators this opportunity. The National Council for a Permanent FEPC, which has led the fight for this legislation, insists upon free and full debate on this issue and believes that a vote should follow debate. To this end, we are making an all-out fight in this session of Congress to force a vote for cloture on S. 1728, which may result in our victory.

In order that our fight may be made effective, we need funds. We have an office in Washington at 930 F Street, N. W. and hope to keep two workers on the Hill to conduct a day to day educational [illegible] the Senators and Congressmen. Using the utmost economy, we have figured out a budget of $2500 a month for ten months.

May I request you to renew your contribution of $1000 which you made to the Council sometime ago, so that we may be able to maintain this budget and wage a vigorous and telling fight for FEPC legislation in this Congress? If we win, it will not only serve to help eliminate discrimination in employment relations affecting minorities in the United States, but also help to stop the rising tide of racial discrimination, religious bigotry and totalitarianism on the right and left in our land.

Knowing of your profound interest in the cause of human decency and brotherhood, I am addressing this letter to you with much urgency because of the fact that our major battles must be waged in the early part of this Congress.

Sincerely yours,

A. Philip Randolph
International President

APR:RB

LESSING J. ROSENWALD
JENKINTOWN, PA.

xc FEPC
Bill

January 26, 1950

Mr. A. Philip Randolph
National Council for a Permanent
Fair Employment Practice Committee
930 F Street, N. W.
Washington 4, D. C.

My dear Mr. Randolph:

This will acknowledge your letter of January 23rd, regarding the National Council for a Permanent Fair Employment Practice Committee.

I wish I could comply with your request, but I have been concentrating so deeply on a similar activity - that of trying to obtain an adequate Displaced Persons Bill - that I cannot undertake any new project of this nature at the present time.

If and when this bill is finally out of the way I shall be glad to again consider such measures as you suggest, with which I am heartily in accord.

Sincerely yours,

Lessing J. Rosenwald

LJR:EW

NC FEPC Contrib

xxxxxxxxxxxxxxxxx

217 W. 125 St.
New York 27, N.Y.

April 21, 1950

Mr. Lessing Rosenwald
Jenkintown, Pa.

Dear Mr. Rosenwald:

Since the Displaced Persons Bill has, with great credit to your fight, and to the honor of American Democracy, been enacted into law, I hope you may find it convenient as you suggested, to make a contribution to the National Council for a Permanent FEPC, which together with many cooperating organizations, is leading the fight for a federal FEPC.

Civil rights legislation, especially FEPC Bill S 1728 now on the calendar, which according to majority leader in the Senate, Scott W. Lucas, was to be called up for Senate action four different times and as many times nothing has been done. Republicans, hypocritically but truthfully, charge Democrats with not acting in good faith.

Feeling among Negroes and other minorities is becoming resentful and skeptical, if not defeatist.

We must redouble our efforts to make both Democratic and Republican senators feel the pressure of an aroused and awakened public opinion for action before it is too late. Even if we fail in this great crusade against hate of race and religion, to get FEPC legislation, we must not fail to do what we can and ought to, namely, fight for the McGrath FEPC Bill with enforcement powers.

Won't you help with a generous contribution to the National Council for a Permanent FEPC.

Let us keep the conscience of America disturbed until every American regardless of race, color, religion, national origin or ancestry has a right to work. Our war chest is low. Please don't fail us.

Fraternally yours,

APR:ha

A. Philip Randolph
Co-Chairman

LESSING J. ROSENWALD
JENKINTOWN, PA.

May 19, 1950

Mr. A. Philip Randolph
217 West 125th Street
New York 27, N. Y.

My dear Mr. Randolph:

This will acknowledge your letter of April 21st, which I have been delayed in answering due to many absences from the city. I thank you most heartily for your commendation of the part I played in securing an adequate Displaced Persons bill.

I realize what a difficult time the FEPC legislation is having, and I wish I could accede to your request. I find myself so over-extended on commitments at the present time, however, that I am unable to do so. I hope you will understand. If at a later date I feel that I can be helpful I will be glad to discuss it with you again. From present indications you will need money for a long time to come.

This letter brings with it my very kind regards and best wishes.

Sincerely yours,

Lessing J. Rosenwald

LJR:EW

NCFEPC

R Contributor

June 2, 1950

Mr. Lessing J. Rosenwald
Jenkintown, Pa.

Dear Mr. Rosenwald:

Just a word to thank you for your kind letter of May 19th concerning financial support for the fight for a permanent FEPC. May I say that I can understand the many commitments that you have to help various causes, and you are quite right that our fight for FEPC looks like it will be a long one.

I will keep in touch with you with the hope that I may get an opportunity to have a chat with you sometime in the not too distant future. Not so much for funds, but in order to know you better since I entertain the highest admiration for you and your spirit.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

SACHS Quality
Melrose 5-5300

SACHS QUALITY STORES INC.
EXECUTIVE OFFICES
330 BRUCKNER BOULEVARD
NEW YORK 54, N. Y.

February 8, 1950

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street (Room 301)
New York 27, New York

Dear Mr. Randolph:

We are very glad to enclose our check of $100.00 as our contribution to the National Council for a Permanent FEPC.

Sincerely,

William Sachs

William Sachs

FOUNDED 1896

8th AVE. at 35th ST.
LOngacre 3-4600

121st ST. on 3rd AVE.
LEhigh 4-1500

150th ST. on 3rd AVE.
MOtt Haven 9-3310

173rd ST. on 3rd AVE.
LUdlow 3-0760

NC FEPC
Contri

February 10, 1950

Mr. William Sachs
Sachs Quality Stores, Inc.
880 Bruckner Boulevard
New York 54, N. Y.

Dear Sir:

May I in the absence of Mr. Randolph acknowledge with thanks your check for one hundred dollars ($100) as contribution to the National Council for a Permanent FEPC. Mr. Randolph will be in the office again in March and you will hear from him personally.

Very truly yours,

Hazel Alves Miller
Secretary

NCFEPC
Contri

217 W. 125 St.
New York 27, N.Y.

March 31, 1950

Mr. William Sachs
Sachs Quality Stores, Inc.
330 Bruckner Boulevard
New York, 54, N. Y.

Dear Mr. Sachs:

On behalf of the officers and members of the National Council for a Permanent FEPC which is leading the fight for fair employment practice legislation regardless of race, color, religion, national origin or ancestry, I want to thank you for your contribution of $100. I assure you that this contribution will not only be helpful because of our great financial need but will also serve as a fine moral lift.

Sincerely yours,

APR:ha

A. Philip Randolph
Co-Chairman

xc Eopc
Contri

January 11, 1950

Mr. Harry Sherman
Book of the Month Club
100 Sixth Avenue
New York, New York

Dear Mr. Sherman:

Pursuant to our telephone conversation, permit me to inform you that the National Council for a Permanent Fair Employment Practice Committee which represents a cross-section of Negroes, Jews, Catholics, A.F. of L., CIO and various educational and social groups, is making an all-out fight to secure the enactment of FEPC legislation in this Congress.

Senator Scot W. Lucas has indicated that he will bring up FEPC legislation in the early part of the session. Of course you know that the Dixiecrats will defy President Truman and all of the liberal forces of this country through the use of a filibuster to kill Bill S. 1728 for Fair Employment Practice legislation.

In order to be able to carry on an effective and vigorous campaign we need funds. I am in the process now of contacting organizations and individuals to this end. My organization, the Brotherhood of Sleeping Car Porters, which only has a small membership, is giving $500 again. We have consistently supported it from its very inception.

Brother David Dubinsky assured me that the International Ladies Garment Workers Union would make another contribution. I talked with Mr. Dwight Palmer of the General Cable Corporation who also indicated his intention to help. I am calling upon Nelson Rockefeller to renew his gift which he made last year of $1000.

May I extend greetings to the members of the General Executive Board and its great President, Brother Max Zaritsky, and hail you for the fine contribution you have made and are making to the cause of sound and progressive labor statesmanship. Forward!

May I wish for you a happy and prosperous new year.

Fraternally yours,

A. Philip Randolph
International President

APR:BB

Cable Address:
JEWLABCOM

Telephone: ORegon 3-7950

Jewish Labor Committee

175 EAST BROADWAY

NEW YORK 2, N. Y.

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H. BERGER, Philadelphia
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J. SIEGEL, Chicago
B. TOPOLSKY, Pittsburgh
H. TURK, Baltimore
M. WEINRIB, Chicago
M. WEINTRAUB, Los Angeles
J. WEISBERG, Cleveland

Jan. 12, 1950.

Mr. A. Philip Randolph, Pres.,
National Council for a Perm. FEPC
Brotherhood of Sleeping Car Porters
217 West 125th St.,
New York City.

Dear Phil:

Enclosed is another installment of our pledge to the Council.

Manny is out of town at this time. Before leaving, we discussed the problems of the Council and both of us are eager to have a discussion with you on its future work. When he gets back, let us try to get a little time for this purpose.

With kindest regards,

Fraternally,
George
GEORGE SILVER
Field Secretary

oeiu:153/bc.

Encl. ch.

January 18, 1950

Mr. George Silver
Field Secretary
Jewish Labor Committee
175 East Broadway
New York 2, N. Y.

Dear Mr. Silver:

Permit me in the absence of Mr. Randolph to acknowledge receipt of your check for $250 to the National Council for a Permanent FEPC. Mr. Randolph is expected back in the office in March and I know you will hear from him.

Very truly yours,

Hazel Alves Miller
Secretary

NCFEPC
Contr

[redacted]

217 W. 125 St.
New York 27, N.Y.

April 7, 1950

Mr. John Slawson
The American Jewish Committee
386 Fourth Avenue
New York 16, N. Y.

Dear Mr. Slawson:

Upon my return to my office from a long trip in the South for the Brotherhood of Sleeping Car Porters and the National Council for a Permanent FEPC, I found your letter indicating that you were sending us five hundred dollars. We have received the contribution and I just want you to know again how deeply we appreciate your interest and fine spirit of of cooperation in this great crusade for human justice for all people regardless of race, religion, ancestry or origin.

With all good wishes, I am

Cordially yours,

A. Philip Randolph
International President

APR:ha

THE AMERICAN JEWISH COMMITTEE

386 FOURTH AVENUE, NEW YORK 16, N. Y. *Cable Address,* "WISHCOM, NEW YORK"

Telephone MURRAY HILL 5-0181

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ALAN M. STROOCK, *New York, Vice-President*
FRANK L. SULZBERGER, *Chicago, Vice-President*

January 23, 1950

Dear Mr. Randolph:

As I believe you know, the budget of The American Jewish Committee for 1950 is considerably less than that of 1949 and other recent years.

I am sure that you will understand that we are making every effort to keep our own operations as nearly intact as possible in the face of our financial situation. This means, of course, that we are compelled drastically to reduce our grants to other agencies. We regret this deeply, but there is nothing that we can do about it.

We are, as you know, committed to the support of Federal FEPC legislation and we are doing everything we can to insure the passage of such legislation in the present session of Congress. We know that the Council for a Permanent FEPC is going to be an important instrumentality in the fight that we face, and I only wish that we could help it with a generous grant of funds. However, as I have already indicated, this is out of the question this year. All that we can give you is $500.00 which I realize is little better than a token contribution and an evidence of our interest and good-will. I have asked our accounting department to prepare a check for this amount and you will undoubtedly receive it within a few days.

Our financial contribution must be looked upon as the smaller part of our efforts to get Federal Fair Employment Practices legislation. The major part will consist of the work done by our own staff and the support given by our lay members throughout the country. I hope that this will make up, to a large extent, for the smallness of our direct financial aid.

With best wishes,

Cordially,

John Slawson

Mr. A. Philip Randolph
President, Brotherhood of Sleeping Car Porters
217 West 125 Street
New York 27, N. Y.

43RD ANNUAL MEETING · HOTEL PLAZA, NEW YORK · JANUARY 20-22, 1950

318

LOCAL 142

INTERNATIONAL LADIES' GARMENT WORKERS UNION
A. F. L.

17-19 WEST 32nd STREET
NEW YORK 1, N. Y.

JOSEPH TUVIM, Sec'y-Manager
ERNEST A. RATHKOPF, President

Phone: BRyant 9-0713
0714
0715
0716
0717

248

NCFEPC
Contri

February 23, 1950

A. Philip Randolph
National Council FEPC
930F Street, N. W.
Washington 4, D. C.

Dear Brother Randolph:

I have your letter of February 9th in regard to contributions and support of the National Council. In view of the fact that the I. L. G. W. U. has arranged for contributions, and that through these arrangements this union is participating in the amount contributed, I regret to say that we cannot make further contributions.

Fraternally yours,

Joseph Tuvim
Manager-Secretary

JT:GDT
OEIU:153

NC FEPC
contri

January 10, 1950

Mr. Max Zaritsky
Ritz Carlton Hotel
Atlantic City, New Jersey

Dear Mr. Zaritsky:

Pursuant to our discussion on the fight for FEPC in your office, I am, herewith, sending you this letter requesting the General Executive Board of your great organization, The Hat and Cap Workers Union to make a contribution to the National Council for a Permanent FEPC to wage an all-out vigorous and effective campaign for the enactment of FEPC bills 984 in the Senate and 2884 in the House.

Inasmuch as the major battle must be waged in the early sessions of Congress, I want to urge and hope that you might be able to let us have a contribution as soon as possible in order that we may get our forces moving in high gear in Washington, D. C. in the interest of these bills.

We are trying to raise a budget of $2500 a month for ten months. We have two men who are working with the Republicans and Democrats on the Hill in Washington. One is R.R. Church, Republican and the other is Paul Kline, Democrat. Both have done good jobs and they know the ropes thoroughly.

It is my hope that we may be able to wage such a strong struggle for FEPC that we will not only beat the Dixiecrats and reactionary Republicans who are bitter opponents of FEPC, but also help halt the rise of racial hatred and religious bigotry in our land.

May I request you to renew your contribution to the National Council for a Permanent FEPC to help carry on this fight? May I say that our major struggle must be made in the early sessions of Congress, and I wish to request that you help us as soon as possible.

We are trying to raise $2500 a month for ten months. We have two men who are on the Hill; one with the Democrats and the other with the Republicans. We have an office at 930 F Street, N. W., Washington, D.C.

I am confident that if we can raise sufficient funds, we will be able to make an effective fight with the hope of victory. Thanking you for your interest and fine spirit of cooperation, and trusting that you may be able to help us in the next week or two; I am

Sincerely yours,

A. Philip Randolph
International President

APR:BB

UNITED HATTERS, CAP AND MILLINERY WORKERS INTERNATIONAL UNION
245 FIFTH AVENUE, NEW YORK 16, N. Y.
Telephone, MUrray Hill 3-1881

MAX ZARITSKY, *President* MARX LEWIS, *General Secretary* MARTIN LAWLOR, *Label Secretary*

January 18, 1950

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, N.Y.

Dear Brother Randolph:

Your letter of January 10th, addressed to me at the Ritz-Carlton Hotel in Atlantic City, where our General Executive Board was in session last week, reached me during the Board's sessions. I discussed informally with some members of the Board the possibility of our International Union making a contribution to the fund which you are creating to carry on an effective and vigorous campaign for the enactment of the FEPC bills now pending in the Senate and the House of Representatives.

It is difficult for us to make any commitment beyond the period of our next convention which will be held in New York City beginning May first. However, I can make a pledge of $100 a month for the next four months. That will bring us up to and including the period when our convention will be in session.

There will be a finance committee of the convention which might want to consider extending this contribution. Whether it will do so or not, it may be that this pledge of $100 a month for the next four months will help get you started on the work which must be done to give us a chance to get through FEPC legislation.

I might add that I wish it were possible to do better, but the fact of the matter is that in order to meet all of the requests we have received recently we must spread ourselves out somewhat thinly. I hope that what we can do in this connection will still be of material help.

With kind personal regards and good wishes, I am

Fraternally yours,

Max Zaritsky
President

MZ:LG

Dear Mrs Miller -
Write and express thanks for contribution to FEPC Council and say it will be reported to me upon my return
A.P.R.-

February 6, 1950

Mr. Max Zaritsky, President
United Hatters, Cap and Millinery
Workers International Union
245 Fifth Avenue
New York 16, N. Y.

Dear Mr. Zaritsky:

May I thank you in the absence of Mr. Randolph for your letter of January 18th suggesting that your Organization would be able to contribute a $100 a month to the National Council for a Permanent FEPC to carry on the fight for FEPC for four months until you have your Convention. I know Mr. Randolph will appreciate this greatly. I will refer your letter to Mr. Randolph upon his return and you will hear from him.

Fraternally yours,

Hazel Alves Miller
Secretary

NC FEPC
Contri

March 14, 1950

Mr. Max Zaritsky, President
United Hatters, Cap and Millinery
Workers International Union
245 Fifth Avenue
New York 16, New York

Dear Brother Zaritsky:

Just a word to express on behalf of the officers and members of the National Council for a Permanent Fair Employment Practice Committee our deep appreciation for the contribution of one hundred dollars a month for the next four months to the Council to help carry on the fight for Fair Employment Practice legislation. From the turn of events it is apparent that our fight has a hard road ahead, but we shall move forward with determination and the belief in eventual victory.

With warmest personal regards, I am

Fraternally yours,

A. Philip Randolph
International President

APR:BB

UNITED HATTERS, CAP AND MILLINERY WORKERS INTERNATIONAL UNION
245 FIFTH AVENUE, NEW YORK 16, N. Y.
Telephone, MUrray Hill 3-1881

MAX ZARITSKY, *President* MARX LEWIS, *General Secretary* MARTIN LAWLOR, *Label Secretary*

March 23, 1950 Mail 1st
[illegible]

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, N. Y.

Dear Brother Randolph:

I am enclosing herewith our check for $100 as the first monthly payment on the pledge that I made to contribute to the fund you are raising to help enable the National Council for a permanent FEPC to carry on its fight for the enactment of the legislation we are interested in. I know that the road ahead is hard and may be long, but I feel with you that we shall eventually win.

With kind personal regards, I am

Fraternally yours

Max Zaritsky
President

MZ: Lh
enc.

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re FEPC
Contr

April 21, 1950

-217 W. 125 St.
New York 27, N. Y.

Mr. Max Zaritsky, President
United Hatters, Cap and
Millinery Workers International Union
245 Fifth Avenue
New York 16, N. Y.

Dear Sir and Brother:

Greetings and felicitations to your Convention.

The National Council for a Permanent FEPC hails the officials, delegates and members of the United Hatters, Cap and Millinery Workers International Union assembled in Convention in New York which marks its 40th year. We salute and congratulate you upon the great organisation you have built which not only serves its members in building wage structures that provide decent standards of living and reduces hours of work for recreation, culture and pleasure but, it has also served as a dynamic force in helping to make democracy work in the United States.

We salute Max Zaritsky, President Emeritus, one of the great labor statesman of these times. He has registered his personality, social vision and idealism through the struggles to build the power of your Organisation upon the conscience of America.

Bertram Russell, eminent British philosopher, declared recently that the only worst fate than-atomic warfare which would befall our civilisation would be the domination of the world by Russian Totalitarian Communism.

To avoid either or both disasters, the workers, black and white, Jew and Gentile, Catholic and Protestant, of hand and brain, must build great and powerful labor organisations that are progressive and aggressive, as powerful bastions and bulwarks of a free U. S. A. and a free world.

With a world-wide wave of reaction toward Communism or Fascism mounting higher and higher, menacing democracy and liberty, every demonstration of power and progress of organised labor, gives new hope and faith and promise for a better tomorrow with peace and plenty, justice and freedom.

It is to the great credit of your matchless leadership, sound and devoted membership of your great Organisation that you have built and continue to build a power of labor to stand against the on-rushing tides of world reaction from the left and the right.

Complementary and supplementary to your struggles of labor in the United States of which your movement is a part, is the fight of the National Council for a Permanent FEPC for federal legislation which will eliminate discrimination against workers because of race, color, religion or national origin. Bills are now in Congress providing for the principle of fair employment practice. In order to win, we need great financial and moral support from the workers' unions and other liberal agencies.

To this end, the National Council for a Permanent FEPC appeals to your Convention to make a generous contribution to the Council at this time to help it bear forward the banner of fair employment practice to a successful and complete victory in this Congress.

Forward, onward and upward to a better and happier tomorrow for all workers ~~regardless of race or color~~, religion or national origin.

Fraternally yours,

APR:sha

A. Philip Randolph
International President

Black worker

March 30, 1951

MEMORANDUM

TO: Mr. A. Philip Randolph

FROM: Theodore E. Brown T. E. B.

RE: UMT-Draft Bill

No doubt you have received a copy of the wire and notice of the release I sent out in your name regarding our contacts with certain congressional leaders from both the House and the Senate. At the same time I communicated with Messrs. Boyle, Jr. and Gabrielson, chairman respectively of the Democratic National Committee and the Republican National Committee.

We received on March 23 the following telegram from Mr. Gabrielson and on March 28 the following note from Mr. Boyle:

> March 23, 1951
>
> A. PHILIP RANDOLPH, INTERNATIONAL PRESIDENT
> BROTHERHOOD OF SLEEPING CAR PORTERS
>
> RE TEL PROVISION DRAFT UMT BILL STOP WILL IMMEDIATELY CONTACT REPUBLICAN MEMBERS OF COMMITTEE
>
> GUY GEORGE GABRIELSON, CHAIRMAN
> REPUBLICAN NATIONAL COMMITTEE

> March 27, 1951
>
> Dear Mr. Randolph:
>
> I appreciate your sending me your views on the racial segregation provision in the military service bill, and I want you to know that I share them. I am hopeful that the provision will be defeated in the Congress.
>
> Sincerely,
>
> William M. Boyle, Jr.

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York, N. Y.

At the same time on March 29, we received the following from Representative Celler:

1501 Broadway
New York City
Mar. 28, 1951

Dear Mr. Randolph:

I, too, am shocked to learn that the Armed Services Committee of the House wrote a racial segregation provision into the Draft-UMT bill. I shall do everything in my power to strip this bill of that obnoxious section. It is most distressing and disheartening to have to fight such a provision but rest assured that the liberal forces in the House will gather together to battle this out and secure defeat of this provision.

Sincerely yours,

E. Celler

ec:mad

Since that time I have sent similar wires to the Honorable Len Hall a representative in the Congress from Pennsylvania who is chairman of the Republican Congressional Committee and the Honorable Everett Dirksen who is chairman of the Republican Senatorial Committee.

Amalgamated Meat Cutters and Butcher Workmen of North America

AFFILIATED WITH A.F. OF L.

201 N. WELLS STREET
CHICAGO 6, ILLINOIS

EARL W. JIMERSON
INTERNATIONAL PRESIDENT
PATRICK E. GORMAN
INTERNATIONAL SECY.-TREAS.

January 16, 1951

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Brother Randolph:

I acknowledge receipt of your letter of January 10th.

Our check in the amount of $500.00 is attached hereto made payable to the National Council for a Permanent FEPC. I think it is needless for me to say to you again that our International Union will do everything within its power to bring about the enactment of the Fair Employment Practice Act.

I should like to talk with you sometime to suit your convenience with respect to our political activity, particularly in the Southern states. Sometimes I am torn between my feelings of loyalty to the labor movement and to the Negro cause. As you know, Phil, I was born and raised in Louisville which until recently, clung to a pro-Southern feeling. I have occasion to travel very often in the South and meet a few Congressmen down that way that, in my opinion, could be induced to follow a fairly decent program with respect to the aims and objects of organized labor. They shy away from the colored question, however, because of very obvious reasons which I need not explain to you. As a result, these fellows are attacked on many occasions as being unfriendly to organized labor because of their stand on the colored question. A shining example of what I am thinking of is in the defeat of Senator Pepper in Florida and Senator Graham in North Carolina. In the defeat of these two stalwarts we have created a situation of not only losing two staunch friends for the Negro cause but also two staunch friends for the trade union movement. In both places we now have reactionaries who will not only be opposed to FEPC but to organized labor as well.

It appears to me that if we could find some manner in which to pass the FEPC Bill without putting some in the South who could be our friends "on the spot" that we might create a better situation all around. Of course I may be wrong in my thinking but it is a matter which Negro trade unionists and trade leaders should give some consideration to.

With kind personal regards, I remain,

Fraternally yours,

Secretary-Treasurer

PEG:lg
enc.

NC FEPC
Contri

January 23, 1951

Mr. Patrick E. Gorman,
International Secretary-Treasurer
Amalgamated Meat Cutters and Butcher
Workmen of North America
201 N. Wells St.,
Chicago 6, Illinois

Dear Brother Gorman:

Permit me to thank you and the Brothers of the Amalgamated Meat Cutters and Butcher Workmen of North America for the contribution of five hundred dollars ($500) to the National Council for a Permanent FEPC.

I want you to know that the officers and members of the Committee feel greatly appreciative of this concrete expression of interest in and devotion to the cause of FEPC legislation.

I note your comments in the letter concerning the loss of our liberal friends in the South by the defeat of Senators Pepper and Graham. You are quite right that this defeat was a great loss to the cause of labor, minorities and liberal legislation.

Sometime when I am in Chicago, I will give you a ring so that we may have a chat. With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

APR:RS

nc Pol
Contri

January 23, 1951

Mrs.Elise Hopson
National Council for a
Permanent FEPC
930 F Street, N. W.
Washington, D. C.

Dear Mrs. Hopson:

Find enclosed check for five hundred dollars for the National Council for a Permanent FEPC from the Amalgamated Meat Cutters and Butcher Workmen of North America. May I request you to send them an official receipt.

Sincerely yours,

A. Philip Randolph
International President

APR:HB
enc.

Na FEPC
Contri

February 6, 1951

95

Mrs. Elise Hopson
National Council for a
Permanent FEPC
930 F Street, N. W.
Washington, D.C.

Dear Elise:

Find enclosed check of ten dollars. Kindly send an official receipt to Rev. C. A. Long; National Baptist Convention of America 8410 Rivard St, Detroit 11, Michigan.

Sincerely yours,

A. Philip Randolph
International President

APR:EB

March 5, 1951

Miss Elise Hopson
National Council for a
Permanent FEPC
930 F Street, N.W.
Washington, D. C.

Dear Elise;

Find enclosed check for $1000 to be deposited in the Bank. Kindly send an official receipt for the same.

Sincerely yours,

A. Philip Randolph
International President

APR:ha
Enc.

"Go Ye Into All The World, And Preach The Gospel To Every Creature"

EVANGELICAL BOARD OF THE

NATIONAL BAPTIST CONVENTION OF AMERICA

DR. G. A. LONG, ~~[illegible]~~S.
5410 RIVARD STREET
DETROIT 11, MICH.
PHONE TRINITY 1-3066

January 23,-51

Hon. A. Phillip Randolph,
217 West 125th St.,
New York, N.Y.

Dear Friend:-

Your letter and request came some few days ago and as usal I was very glad to hear from you. My health and that of Mrs. Long is splendid, trust yours is likewise.

You spoke of my former contributions, it is pleasant for me to think of the very free but meager amount I have given the cause you represent, my only regret is that my contributions have not been what the cause your represent should have nor what I desired to give. I am enclosing you my check for $10.00. I regret much that I can not give more at this time. You need not fear to ask my help, I am ready to divide with you and with the cause you represent.

May I hear from you often?

Yours sincerely,

G.A.Long

G.A.Long.

REV. H. H. ROBINSON, CHAIRMAN
1116 W. 8TH STREET
JACKSONVILLE, FLA.

REV. E. H. BRANCH, RECORDING SEC'Y
608 CRAWFORD STREET
FORT WORTH, TEXAS

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719 CROSBY STREET
SAN DIEGO, CALIFORNIA

REV. L. C. RILEY
4651 CLARA STREET
NEW ORLEANS, LA.

REV. E. THURSTON
222 E. 49TH STREET
CHICAGO, ILLINOIS

REV. E. H. POTTER
855 MAIN STREET
BILOXI, MISS.

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2437 TRACY STREET
KANSAS CITY, MO.

REV. W. D. MARTIN
24 COLLEGE STREET
LOUISVILLE, KY.

REV. S. H. SATHON
2200 EFFINGHAM STREET
PORTSMOUTH, VA.

REV. F. M. YOUNG
1320 LYONS STREET
COLUMBIA, S. C.

REV. J. W. GIBBS
504 CARLISLE STREET
DE RIDDER, LA.

REV. M. P. SHEPARD
522 N. BATH AVENUE
OKLAHOMA CITY, OKLAHOMA

REV. H. W. DEVALL
P. O. BOX 23
VERONA, MISS.

REV. J. F. WEEDEN
7111 CARNEGIE STREET
CLEVELAND, OHIO

REV. L. J. DUNBAR
1444 SO. 10TH AVENUE
PHOENIX, ARIZONA

REV. W. W. WILLIAMS
NEW YORK, NEW YORK

REV. W. M. KILCREASE
920 13TH AVENUE SO.
NASHVILLE, TENN.

REV. A. H. PARKER
617 E. JACKSON STREET
MARIANNA, FLA.

REV. R. A. FISHBURN
GEORGETOWN, S. C.

REV. T. A. W. JOHNS
BOX 847
HAMLET, N. C.

REV. L. J. MARIGNA
2314 3RD AVENUE SO.
IRONDALE, ALABAMA

REV. F. W. WEATHERS
1315 N. G STREET
RICHMOND, IND.

REV. J. P. CHURCHWELL
3316 TERRACE
HOUSTON, TEXAS

REV. S. P. LONG
3503 WEST 16TH STREET
LITTLE ROCK, ARK.

REV. J. F. SARGENT
3009 AVENUE M
GALVESTON, TEXAS

February 6, 1951

Rev. C. A. Long
National Baptist Convention of America
8610 Rivard Street
Detroit 11, Michigan

Dear Friend:

Just a word to thank you for your letter of January 25, 1951 with your check of ten dollars as contribution to the movement for the achievement of the elimination of discrimination in American industry on a basis of race and color, religion or national origin.

You do not have to make a contribution to this movement to demonstrate your devotion to great principles and ideals, because your whole life is one great living evidence of that fact.

As a matter of fact, I wasn't expecting you to make any contribution at all, however, I will turn it over to the National Council for a Permanent FEPC, which is trying to get federal legislation for this measure.

When I am in Detroit again, I shall give you a ring, so we may have a chat.

Sincerely yours,

A. Philip Randolph
International President

APR:EB

Registered

AMERICAN FEDERATION OF MUSICIANS

OF THE UNITED STATES AND CANADA

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR

OFFICE OF THE PRESIDENT
570 Lexington Avenue
New York (22), N. Y.

INTERNATIONAL
EXECUTIVE BOARD

JAMES C. PETRILLO
President
570 Lexington Avenue
New York 22, N. Y.
Phone: PLAZA 8-0600
175 West Washington St.
Chicago 2, Illinois
Phone: STATE 2-0063

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Vice-President
900 Continental Building
408 South Spring Street
Los Angeles 13, Calif.
Phone: MUTUAL 2904

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Secretary
220 Mt. Pleasant Avenue
Newark 4, N. J.
Phone: HUMBOLDT 2-8010

HARRY J. STEEPER
Treasurer
220 Mt. Pleasant Avenue
Newark 4, N. J.
Phone: HUMBOLDT 2-8010

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1918 Live Oak Street
Dallas 1, Texas

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359 S. W. Morrison Street
Portland 4, Oregon

GEORGE V. CLANCY
5562 Second Boulevard
Detroit 2, Michigan

STANLEY BALLARD
32 Glenwood Avenue
Minneapolis 3, Minn.

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22 Royal York Road North
Toronto 9, Ont., Canada

JOSEPH N. WEBER
Honorary President
and General Advisor
621 Alta Drive
Beverly Hills, Calif.

CHAUNCEY A. WEAVER
Honorary Executive
Board Member
325 Insurance Exchange
Des Moines 9, Iowa

January 16th, 1951

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York 27, New York

Dear Sir and Brother:

I have your letter of January 12th, and want you to know that I am completely sympathetic with your great fight.

At the present time the American Federation of Musicians is suffering from a bad depression in all phases of our business. We would like to be able to contribute to all the causes which are close to our hearts and help all our friends, but you must know how deluged International Organizations such as ours are with requests of this nature. We must watch ourselves if we want to stay in business!

I hope some time in the near future we will be in a position to increase our help.

Our check for $500.00, the same amount we donated last year, will reach you in due course from our Treasurer's office.

Fraternally yours,

James C. Petrillo
President

JCP:NMH

44 ALWAYS DEMAND THE UNION LABEL WHEN PURCHASING ANY ARTICLE

NC FEPC
Contri

January 25, 1951

Mr. James C. Petrillo, President
American Federation of Musicians
570 Lexington Avenue
New York 22, New York

Dear Sir and Brother:

Permit me to thank you for your letter of January 18th expressing interest in our struggle to secure enactment of legislation for a permanent FEPC and assuring us that a check of $800 will reach us in due time from your Treasurer's office.

May I say that the officers and members of the National Council for a Permanent FEPC, which is a cross-section of labor, church, business and minority organizations, feel greatly appreciative of your interest and fine spirit of cooperation. I can understand the many requests for support you receive from various movements, for our organization is in the same boat.

I want to congratulate you upon your great movement and also upon your militant spirit to fight for the cause of the workers, and human dignity.

Fraternally yours,

A. Philip Randolph
International President

APR:EB

NC-FEPC
Contri

January 24, 1951

Mr. James C. Petrillo, President
American Federation of Musicians
570 Lexington Avenue
New York 22, N. Y.

Dear Sir and Brother:

Permit me on behalf of the officers and members of the National Council for a Permanent FEPC to express our great appreciation and thanks for the contribution of $500 from your splendid organization, to help carry on its fight for federal legislation for fair employment practice.

May I assure you that your support will not only help us financially which is very important but also morally and we want you to know that we are grateful for your cooperation.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS
of AMERICA (UAW-CIO)
INTERNATIONAL UNION

INTERNATIONAL HEADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT 2, MICHIGAN

WALTER P. REUTHER
PRESIDENT
EMIL MAZEY
SEC. & TREAS.

RICHARD GOSSER
VICE PRESIDENT
JOHN W. LIVINGSTON
VICE PRESIDENT

PHONE TRINITY 1-6600

[illegible]
Contr

January 3, 1951

A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 W. 125th Street,
New York 27, N.Y.

Dear Brother Randolph:

This will acknowledge receipt of your letter of December 26th. I share your point of view that in this period when free men and free institutions are being challenged by the forces of tyranny, that we who believe in basic democratic and human values, must redouble our efforts in America to secure permanent FEPC legislation as a tangible demonstration of our loyalty to these basic democratic values.

As you know, contributions in the UAW are subject to authorization by the International Executive Board. Accordingly, I am submitting your request to the next meeting of the Board which convenes on January 30th.

Kind personal regards,

Fraternally,

Walter P Reuther

Walter P. Reuther
President

WPR/d
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UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS
of AMERICA (UAW-CIO)
INTERNATIONAL UNION

INTERNATIONAL HEADQUARTERS • 411 WEST MILWAUKEE AVENUE • DETROIT 2, MICHIGAN

WALTER P. REUTHER
PRESIDENT
EMIL MAZEY
SEC. & TREAS.

RICHARD GOSSER
VICE PRESIDENT
JOHN W. LIVINGSTON
VICE PRESIDENT

PHONE TRINITY 1-6600

February 22, 1951

A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
New York 27, N.Y.

Dear Brother Randolph:

I am pleased to advise you that the International Executive Board of the UAW-CIO has authorized a contribution of $1000 to carry on the work of the National Council for a permanent FEPC. Our check in amount of $1000 is enclosed herewith.

Wishing you the best of luck in this important work, I am, with kind personal regards

Fraternally yours,

Walter P Reuther

Walter P. Reuther
President

WPR/d
liu72cio

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NC FEPC
Contin

January 9, 1951

Mr. Walter Reuther, President
UAW, CIO
411 West Milwaukee Avenue
Detroit 8, Michigan

Dear Walter:

I need not tell you that I am deeply appreciative of your kind letter of January 8, 1951 concerning our fight for FEPC legislation. Such letters as yours give one a good lift.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph
International President

APR:EB

March 5, 1951

Mr. Walter P. Reuther, President
United Automobile, Aircraft Agricultural
Implement Workers of America
411 West Milwaukee Avenue
Detroit 2, Michigan

Dear Brother Reuther:

I want you to know that the officers and members of the National Council for a Permanent FEPC appreciate from the bottom of their hearts this fine expression of interest and cooperation in the struggle for FEPC. Your contribution of $1000 is appreciated as a fine material expression of your cooperation and also because of the great moral significance that lies behind it. May I wish for you and your fine organization continued success.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

THE AMERICAN JEWISH COMMITTEE

386 FOURTH AVENUE, NEW YORK 16, N. Y. *Cable Address,* "WISHCOM, NEW YORK"

Telephone MURRAY HILL 5-0181

JACOB BLAUSTEIN, *President*
IRVING M. ENGEL, *Chairman, Executive Committee*
HERBERT B. EHRMANN, *Chairman, Administrative Committee*
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ALAN M. STROOCK, *New York, Vice-President*
FRANK L. SULZBERGER, *Chicago, Vice-President*

NC FEPC
Contr

February 5, 1951

Dear Mr. Randolph:

We have been informed by the Internal Revenue Department that the law prohibits our making allocations to non-tax-exempt organizations. This being the case, it will be impossible for us to make any grant to the National Council for a Permanent FEPC.

It is with genuine regret that I so inform you. I am sure you know how important the American Jewish Committee regards the adoption of fair employment legislation. I assure you that we shall continue, though estopped from making a grant to the Council, to give your objectives our full support.

Sincerely yours,

John Slawson

John Slawson

Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York 27, N.Y.

JS:ig

ASA PHILIP RANDOLPH

SUBJECT FILE

FAIR EMPLOYMENT PRACTICE
COMMITTEE

Financial Papers
Correspondence

1944-50

MC FEPC

NATIONAL COUNCIL FOR A PERMANENT F. E. P. C.

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

1410 H STREET N. W.
Washington, D. C.
Tel. Executive 6884

April 19, 1944.

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
New York City

Dear Sir and Brother

To every union man who has his eyes open it is apparent that labor is at the crossroads. The Smith-Connally Bill and the proposal for a National Service Act are thrusts at the very heart of labor. It is a matter of common knowledge that twelve states have already enacted anti-labor legislation, demanding the incorporation of trade unions and the licensing of business agents, with other provisions designed to hamstring and throttle the trade union movement.

Now, in order for labor to develop an effective defense of its rights and interests and hurl back the vicious attacks of these fascist forces that now beset them, there must be solidarity of the workers regardless of race, creed, color, or religion. But there can be no such solidarity unless all sections of the workers will oppose and attack fascism wherever it raises its ugly head. When you look around and observe conditions in America today, what do you find? You see open attacks upon Negro workers in Mobile, Alabama; Beaumont, Texas; Detroit, Michigan; and numberless other places. You also can observe ruthless and shameless desecration of synagogues in New York, Pittsburgh, Providence, and elsewhere. In various parts of the South, Catholics are hated as much as Jews are hated in Hitler's Germany.

Therefore, because of the above mentioned conditions, a group of citizens, including labor, church, civic, and liberal forces, have organized a National Council for a Permanent Fair Employment Practice Committee which will put a ban on discriminations in industry and the government, based upon race, color, religion, or national origin. Already the President's Committee on Fair Employment Practice has done effective work in eliminating discrimination in industry and the government during the war. It has done much to help utilize the full manpower of the nation in the war effort.

While we need FEPC greatly now, we will need it no less greatly in the post-war period. It will serve to lessen dangerous tensions among minorities and beat down hostile fascist forces.

Therefore, we are calling upon you to make a substantial contribution to the National Council for a Permanent FEPC to support its fight to get the Scanlon-Dawson-LaFollette Bill enacted. The possibilities for passage of this legislation are good. But we will need money and great public support to put the Bill over.

Yours very truly,

A Philip Randolph
Chairman

APR:SW

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
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RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

440

NC-FEPC

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
1410 H STREET, N. W., WASHINGTON 5, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

June 21, 1944

Mr. B. F. McLaurin
International Organizer,
Brotherhood of Sleeping Car Porters
217 W. 125th St.,
New York, N. Y.

Dear Mr. McLaurin;

I have just been talking with Sidney Wilkinson about the financial picture generally. It seems important to us to indicate the cost of our work here on a monthly estimate basis. For if we do an adequate job from this point on, we must go by the scale on which we have operated this past month.

As soon as the hearings are over, for instance, we must analyse the material, work out our plans for fall and arrange for a dramatic national financial campaign for July and August. This is going to involve some new literature, a simplified report of the hearings, material and more money for travel expenses. As you know I have only included three trips to New York in the four months I have worked with the Council. The other legislative people have used a minimum expense account. These expenses have been a very minimum.

The following figures indicate roughly the cost of a month's operation on a peak basis;

Salaries	$ 400.00
	216.35
	375.00
Telephone & Telegrams	120.00
Printing	44.50
Extra Clerical help..............	75.00
Stamps	50.00
Mimeographing....................	10.00
Messenger Service................	15.00
Office Supplies..................	25.00
Maintenance & travel............	30.00
Full time stenographer..........	160.00
Office rent......................	12.00
	$1532.85

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN

SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
NATHANIEL MINKOFF
REV. JAMES MYERS

MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS

MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
1410 H STREET, N. W., WASHINGTON 5, D. C.
TELEPHONE EXECUTIVE 5684

Honorary Chairmen
Senator Arthur Capper
Senator Robert F. Wagner
Co-Chairmen
Rev. Allan Knight Chalmers
A. Philip Randolph
Treasurer
William Jay Schieffelin

National Executive Secretary
Mrs. Anna Arnold Hedgeman

June 21, 1944

To
Mr. B. F. McLaurin

It also ought to be on the record that even operating in this fashion we are also using a good deal of volunteer help and all of us have been working long overtime hours, for which of course there is no extra expense. This would mean that we ought to count on a $1500 monthly budget.

If you could collect for us the outstanding Trade Union pledges of $3600 we would be sure of adequate coverage for this month and July, and by that time our financial drive ought to be in high enough gear to get us ready for the fall.

Please let me have your reaction to all of this.

Cordially yours,

AAH/EH

Anna Arnold Hedgeman
National Executive Secretary

EXECUTIVE COMMITTEE

Samuel Baron
Linna E. Bresette
George E. Brown
H. A. Dawson
Thurman L. Dodson
Rabbi Sidney E. Goldstein

Sidney Hollander
George K. Hunton
Mrs. Thomasina W. Johnson
Nathaniel Minkoff
Rev. James Myers

Mrs. Dorothy S. Norman
Winifred Raushenbush
Alex Rose
Rt. Rev. John A. Ryan, D.D.
Mrs. Mabel Staupers

Monroe Sweetland
Willard S. Townsend
Noah Walters
Max Zaritsky
Charles S. Zimmerman

	Pledge		Amt. pd	Due
Brotherhood of Sleeping Car Porters	$5,000	11/10	$ 100.00	
		12/13	500.00	
		3/6	1000.00	
		5/3	1000.00	
		5/26	1000.00	
			$ 3600.00	$1400.00
Internatl. Ladies Garment Workers Union	$5,000	11/19	$ 1250.00	
		11/10	350.00	
		1/19	1000.00	
		2/16	1000.00	
			$ 3500.00	$1500.00
Jt. Bd. Millinery Workers Union	$ 400.00	11/19	$ 150.00	$ 250.00
United Retail, Wholesale & Dept. Store Employees	$ 1000.00	11/10	$ 500.00	500.00
				$3600.00

NC-FEPC

May 15, 1944

Balance, April 1, 1944 (Auditor's statement)	$590.94	
Deposits since April 1st	1,707.50	
	$2,298.44	2,298.44
Total disbursements since April 1, 1944	2,102.77	2,102.77
Approx. cash on hand		195.67

The above figure is not exact because withholding taxes on salaries since April 1st are still on hand - have not been paid out yet.

Also the $195.67 does not include amount on hand in revolving fund, which is kept separate - $203.59

General break-down of disbursements (including revolving fund check book)

Salaries	$1,329.16	
Rent & Phone	204.20	(phone 15.03 - March)
Travel & maint.	93.50	
Postage	116.28	
Office supplies	23.27	
Printing	221.25	
Extra help on mailings	9.75	
Clerical help	3.00	
Publicity expenses	70.53	(Russell's 40.39 - March)
Miscellaneous	31.83	
	2,102.77	

May 15, 1944

	Pledge		Amt. paid	Due
Brotherhood of Sleeping Car Porters	5,000	11/10	100.00	
		12/13	500.00	
		3/6	1000.00	
		5/3	1000.00	
			2600.00	2,400.00
Internatl. Ladies Garment Workers Union	5000.00	11/19	1250.00	
		11/10	250.00	
		1/19	1000.00	
		2/16	1000.00	
	5000.00		3500.00	1500.00
Jt. Bd., Millinery Workers Union	400.00	11/19	150.00	250.00
United Retail, Wholesale & Dept. Store Employees	1000.00	11/10	500.00	500.00

Other Trade Union Confer. (Paid)

I. L. G. W. U. #177	10.00
I. L. G. W. U. #64	10.00
Paper Box Makers Union #299	25.00
U. R. W. S.E. U. #236	10.00
Welfare & Refugee Relief, U. R. W. S. E. U. #338	100.00
Cap Makers Union #2	5.00
Display Fixture Workers Union #21625	5.00
Plastic Button & Novelty Workers #132 (I. L. G. W. U.)	25.00
Excavators & Bldg. Laborers #731	15.00
Workmen's Circle	100.00
United Hatters, Cap & Millinery Workers	500.00
Greater N. Y. Jt. Bd. Textile Workers Union	75.00
Retail Shoe Salesmen's Union #287	25.00

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
1410 H STREET, N. W., WASHINGTON 5, D. C.
TELEPHONE EXECUTIVE 6884

NC-FEPC

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

August 16, 1944

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
New York, N.Y.

Dear Mr. Randolph:

We need MONEY--and we need it desperately. If we rally all our forces NOW we can obtain enactment of our bill. Enlightened public opinion, aroused by the Philadelphia strike, is with us in the resolve to prevent repetitions.

We have reached a crisis as employment shifts begin and as political campaigns swing into high gear. Out of this crisis--if we move swiftly and courageously--can come the legislation for which we all have been struggling. The enclosed statement tells the story.

However, a financial crisis is hampering our work. We simply haven't money to do the things that have to be done. Please do not put this letter down until you do at least one of two things--and both, if possible:

1. Send us your personal contribution.
2. Make up a list of 10 friends and ask them to do the same.

What are the uses to which we put your money? Mainly they are: POSTAGE--to keep you, the press, and the public informed. PHONE CALLS AND TELEGRAMS--to mobilize quick, nation-wide action when it is needed. PRINTING--to educate constantly on an ever-widening basis. LEGISLATIVE WORK--to let Representatives and Senators in Congress know where you stand and to let you know where they stand.

These all involve expense. We require at least $1500 a month to keep going. That isn't much when it is weighed against the results of our efforts. Our funds are exhausted now. Won't you help us through this crisis?

Sincerely yours,

A. Philip Randolph
A. Philip Randolph
Co-Chairman

Allan Knight Chalmers
Allan Knight Chalmers
Co-Chairman

EXECUTIVE COMMITTEE

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MAX ZARITSKY
CHARLES S. ZIMMERMAN

NATIONAL COUNCIL FOR
A PERMANENT FEPC
Room 408, 516 5th Ave.
Murray Hill 2-9186

FOR RELEASE AUGUST 8, 1944

Following a special meeting of the executive committee of the National Council for a Permanent FEPC, held yesterday at the Central Branch of the YWCA in New York City, A. Philip Randolph, co-chairman of the National Council, issued the following statement:

The collapse of the Philadelphia transit strike is a demonstration and a verification of my contention that if our government were to throw all its powers into enforcement of its non-discrimination laws, discrimination in employment would soon be wiped out.

That has not been the case up to now. FEPC has no enforcement powers. It can only urge and recommend. That is why the case against the Southern Railroads still drags on. And that is why the Philadelphia transit workers dared to strike. There was nothing in the history of FEPC to indicate that they could be forced to comply with its directives.

Recognizing these facts, the National Council for a Permanent FEPC urges immediate passage of the bill now in the House and Senate to make FEPC permanent and to give it the same powers of enforcement as have other agencies of government.

The Philadelphia strike was broken by the use of wartime emergency powers of the federal government. No one can deny that such a strike would be just as criminal in peace time as in war time. For such a strike is a crime against the elementary principles of human decency.

Our committee resolved today to redouble its efforts to win support for our bill. Congress must not adjourn without supplementing the GI Bill of Rights and the Reconversion bill now under discussion, by making our permanent FEPC Bill law. Only by such action can we prevent a repetition of the un-democratic Philadelphia spectacle of last week.

C
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ALABAMA STATE INDUSTRIAL UNION COUNCIL

717 Comer Building
Birmingham 3, Alabama

April 24, 1944

Mr. A. Philip Randolph, Chairman
National Council for a Permanent FEPC
1410 H Street, N. W.
Washington 5, D. C.

Dear Sir and Brother:

In the absence of President Noel R. Beddow, I am taking the liberty of answering your letter of April 19. There is not any doubt in the minds of the CIO members in Alabama that a permanent FEPC is needed.

We are engaged in a very bitter political battle in the State of Alabama at this particular time and it is not advisable to bring the matter of financial contributions by the organizations in Alabama out in the open at this particular time. However, after the May 2 primary I will take the matter up with the various Councils and see what can be done.

I want to call your attention to one common mistake that most labor leaders and most reformers make, and that is singling the South out for some special mention regarding friction of race, creed, rolor or religion. While the South is guilty of Catholic hating, it is probably no worse in that respect than other communities of this country. Practically every problem in regard to reactionary groups is a common one, national in scope.

However, I wish to assure you that the better class of people from the South feel very kindly toward any liberal movements such as the National Council for a Permanent FEPC.

Yours very truly,

(Signed) CAREY E. HAIGLER
Secretary-Treasurer

C O P Y

NC-FEPC

METAL TRADES DEPARTMENT

American Federation of Labor
400-403 A. F. of L. Bldg.
Washington 1, D. C.

April 21, 1944

Mr. A. Philip Randolph
Chairman, National Council for a
Permanent F. E. P. C.
1410 H Street, N. W.
Washington, D. C.

Dear Sir:

Your letter of April 19th, addressed to Mr. Frey, received and finds him absent from Washington.

You ask for a substantial contribution to the National Council for a Permanent FEPC to support its fight to get the Scanlon-Dawson-LaFollete Bill enacted. For your information will say it has never been the policy of the Metal Trades Department to make contributions for purposes as mentioned in your communication.

Sincerely yours,

(Signed) IRENE KECK

Secty. to Mr. Frey

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UNITED STEELWORKERS OF AMERICA
1500 Commonwealth Building
Pittsburgh, Pa.

May 1, 1944

Mr. Philip Randolph, Chairman
National Council for a Permanent FEPC
1410 H Street, N. W.
Washington 5, D. C.

Dear Sir and Brother:

I am in receipt of your communication of April 19th, and note your request for a contribution from our organization to carry on the work of the National Council for a Permanent Fair Employment Practice Committee.

We will be pleased to have the matter brought to the attention of the next meeting of our International Executive Board, after which we will again communicate with you.

Very truly yours,

(Signed) PHILIP MURRAY
President

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International Molders and Foundry Workers Union of N. America

528-530 Walnut Street
Cincinnati 1, Ohio

April 22, 1944

Mr. A. Philip Randolph
1410 H St., N. W.
Washington 5, D. C.

Dear Sir:

Your communication in regard to the establishment of a Permanent Fair Employment Practice Committee received.

Now Mr. Randolph, President Stevenson is out of the office and will not be back until about June 10th at which time your communication will be placed before him for his information.

The question of making donations is entirely in the hands of the president of our organization, and no one else can take any definite action except him. Therefore the matter will be placed before the president as stated above.

Wishing you every success, and with best wishes, I am

Very truly yours

(Signed) CHESTER A. SAMPIE
Acting President

NL-FEPC

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CONGRESS OF INDUSTRIAL ORGANIZATIONS
Political Region 6
409 Hoffman Bldg.

Detroit 1, Michigan

May 10, 1944

Mr. A. Philip Randolph, Chairman
National Council for a Permanent FEPC
1410 H Street, N. W.
Washington, D. C.

Dear Brother Randolph:

I regret that there are no funds at my disposal to devote to the very worthy cause of establishing a permanent FEPC.

However, I am sending a copy of your letter to John Gibson, President of the Michigan CIO Council, and C. Patrick Quinn, President of the Greater Detroit and Wayne County CIO Council, urging them to have the above mentioned organizations make a contribution to the National Council for a Permanent FEPC.

If there is any other way in which we can help, please call on us.

Sincerely and fraternally,

(Signed) AUGUST SCHOLLE
Regional Director

C
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UNITED AUTOMOBILE . AIRCRAFT . AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA (UAW-CIO)

411 West Milwaukee Avenue
Detroit, Michigan

April 24, 1944

Mr. A. Philip Randolph, Chairman
National Council for a Permanent FEPC
1410 H Street, N. W.
Washington, D. C.

Dear Sir and Brother:

This will acknowledge your letter of April 19 asking for a contribution to the National Council for a Permanent F. E. P. C. to support its fight to get the Scanlon-Dawson-LaFollette Bill enacted.

I shall bring this matter up at the next meeting of our International Executive Board which is to commence on May 1, 1944.

With best wishes, I am

Fraternally yours,

(Signed) R. J. THOMAS
President
International Union, UAW-CIO

NC-FEPC

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
1410 H STREET, N. W., WASHINGTON 5, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

November 9, 1944

Dear Friend

The National Council wrote you about the crisis of its financial affairs. We know that you were perhaps away from your desk during that period (August 16th) and also that the pile-up of mail on your return may have meant that you did not have an opportunity to seriously consider our appeal.

You know from our correspondence to you that we expect hearings to begin in the House again on November 16th, and it is probable that at the same time the bill will be discussed on the floor of the Senate. We know that you have been heartened by the fact that both presidential candidates have come out publicly for a Permanent FEPC. It would help if you urge the President to support a bill with enforcement powers. We hope very much that you in the local community have been able to contact your congressmen, getting commitments from them for a Permanent FEPC with enforcement powers. This is exceedingly important, since no president can alone accomplish legislation.

We want you to know that our financial needs are still a matter of deep concern with us. When the legislative fight begins again we are going to need a backlog of funds on hand to meet the necessary telegraphic, telephonic, postal, and other expense which makes our monthly budget run around $2,000 during such a period. It occurred to us that you might be willing to contact individuals in your local community who have real concern with the problems of minorities and employment, asking such individuals and groups to make financial contributions through you to the National Council.

Will you send us your own personal contribution and also take into account the following possibilities for securing contributions in your community? -- 1. Local ministerial associations (Catholic, Protestant, and Jewish) might be willing to present the matter to their congregations and secure individual and group offerings. 2. Three or four individuals in a large community might be interested in making contributions of $100 or more. 3. Local fraternal and professional groups might be interested in making small contributions individually and collectively. 4. Local trade unions, both AFL and CIO, have been very helpful in some communities and can perhaps be approached in yours.

We know how busy you are, but we also know that your allegiance to this cause is one of your primary concerns. Any help you can give us will be very much appreciated. Do let us hear from you as quickly as possible.

Cordially yours

Allan Knight Chalmers
Co-Chairman

A. Philip Randolph
Co-Chairman

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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WILLARD S. TOWNSEND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

MR. A. PHILIP RANDOLPH
REV. ALLAN KNIGHT CHALMERS
1410 H STREET, N. W.
WASHINGTON 5, D. C.

NATIONAL COUNCIL FOR A PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE

1410 H STREET, N. W., WASHINGTON 5, D. C.

Check here

☐ We are glad to support the program of the National Council for a Permanent F. E. P. C. and enclose contribution of ________________ Dollars.

☐ We are asking friends to contribute.

☐ Please keep us informed of the progress of your program.

☐ Please send us literature for distribution to our membership.
(________ copies)

ORGANIZATION________________________
INDIVIDUAL________________________
STREET________________________
CITY AND STATE________________________

This is good copy of this letter

NC-FEPC
Corr

November 6, 1945

Miss Sidney Wilkinson
National Council for a Permanent FEPC
930 F Street, N. W.
Washington, 4, D.C.

Dear Sidney:

The Internal Revenue Office sent a representative in to see me concerning payment of our Withholding Tax. I told him that the Tax was taken care of by the Washington Office. He called me up the next day saying that they had received a payment of a $100, May 8, 1945 but that this office here should not receive remittances since the Headquarters of our Council are in Washington, D. C.

Just a short time ago I received a telephone call from Mr. Harry Zann, Officer of the Internal Revenue, requesting me to have you send me the Withholding Tax checks that have been returned for 1944 and 1945. He wants to check them with the records in his office, to determine if the Council has missed payment or paid too much Tax.

Sincerely,

A. Philip Randolph
International President

APR:ha

af:cc
23076

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

November 10, 1945

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City 27

Dear Mr. Randolph

Here is a rough draft of the estimated monthly and yearly budget which I drew up the middle of last month. Please notice several things: We now have seven field representatives instead of six. Also the fee for our public relations counsel is only for the period of three months. Taking these two items into account and including them would bring the total yearly figure up to $155,960,20.

During our local council conference Belle and I set the following quota goals for the various sections of the country. You will undoubtedly want to revise them, but atleast this will give you something to revise!

West	$35,000
Southwest	10,000
Midwest	75,000
South	25,000
East	55,000
	$200,000

Mr. Hunton called this morning to say that he could be available for the Danaher appointment on Friday. Will that day suit you if we can make arrangements and what time of day would you prefer? Nathan will have taken this up with you by the time you receive this letter. This is just a reminder.

Sincerely yours

Sid

(Miss) Sidney Wilkinson
Assistant to Mrs. Hedgeman

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
W. C. HANDY
SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
NATHANIEL MINKOFF
REV. JAMES MYERS
MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
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RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

October 15, 1945

ESTIMATED MONTHLY BUDGET

Salaries:			
Executive Secretary		$416.68	
Assistant Ex. Secretary		291.67	
Legislative Representatives	(3)	800.00	
Office Secretary		195.00	
Office Assistant		195.00	
Stenographers	(2)	300.00	
Field Representatives	(6)	1,800.00	
			$3,998.35
Telephone and telegraph			1,500.00
Printing, planographing, photostating, etc.			1,000.00
Extra clerical help			200.00
Postage, express charges, etc.			500.00
Mimeographing, Hoovenizing			150.00
Messenger service, errands, etc.			50.00
Office supplies			100.00
Office rent			90.00
Publicity, clipping service, etc.			350.00
Travel expenses and maintenance for office and field staff			2,700.00
Miscellaneous expenses			600.00
		Monthly Total	$11, 238.35
		Yearly Total	$134, 860.20
Plus public relations counsel for 3 month period.			3, 500.00
		Grand Total	$138, 360.20

N.C. FEPC
Financial Matter

November 15, 1945

Miss Sidney Wilkinson
Assistant to Mrs. Hedgeman
National Council for a Permanent FEPC
930 F Street, N. W.
Washington, D. C.

Dear Sid:

This will acknowledge receipt of your letter of November 10th with estimated budget. Thanks a lot.

Sincerely yours,

A. Philip Randolph
International President

APR:BB

sf/bc
23076

November 28, 1945

Mr. Harry Zenn
Internal Revenue Agent in Charge
2nd New York Division
325 Broadway
New York City

My dear Mr. Zenn

I understand that you telephoned Mr. A. Philip Randolph with regard to withholding taxes for the National Council for a Permanent FEPC. We have never made such a payment in New York City. All of our checks have been deposited with the Hamilton National Bank in Washington, D. C., and the endorsement on our cancelled checks says "Credited to the account of Federal Reserve Bank, Fiscal Agents, Withheld Taxes." The following is a list of the amounts, dates, and check numbers:

Feb. 28, 1945	Check #222	(Amalgamated Bank of N. Y. for Jan. & Feb.)	$377.50
Mar. 31, 1945	Check #121	(Hamilton Natl.)	235.10
April 30, 1945	Check #149	" "	270.05
May 31, 1945	Check #175	" "	294.55
Jul. 2, 1945	Check #201	" "	329.25
Jul. 30, 1945	Check #220	" "	350.55
Aug. 31, 1945	Check #240	" "	382.90
Sept. 28, 1945	Check #258	" "	440.70
Oct. 31, 1945	Check #314	" "	551.20
		Total	$3,229.80

We shall continue to send our remittances to the regional office in Baltimore, Md., via our D. C. bank, as we are doing at present. I hope this information is detailed enough for your purposes. If not, please don't hesitate to write us.

Yours very truly

(Miss) Sidney Wilkinson
Assistant to Mrs. Hedgeman

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE

~~[illegible] STREET, N. W., WASHINGTON [illegible]~~
TELEPHONE EXECUTIVE 6884
930 F STREET, N. W., WASHINGTON 4, D. C.

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

November 28, 1945

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City

Dear Mr. Randolph

I am sorry to have taken so long to get this information pulled together, but Howard Fitzhugh had most of our back records.

I think the letter to Mr. Zenn is self-explanatory and I hope it will solve the problem for him. It was suggested that I forward our cancelled checks for him to see, but I have refused to do this. We could, if necessary, have them photostated and send him copies.

Sincerely yours

Syd

(Miss) Sidney Wilkinson
Assistant to Mrs. Hedgeman

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
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MONROE SWEETLAND
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NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

NC-FEPC Financial
Case matters

December 7, 1945

Miss Sidney Wilkinson
Assistant to Mrs. Hedgeman
National Council for a Permanent FEPC
930 F Street, N. W
Washington, D. C.

Dear Sid:

Thanks a lot for your letter of November 29th with enclosure concerning cancelled checks. I think this statement should be sufficient.

Sincerely yours,

A. Philip Randolph
International President

APR:BB

af/ss
12076

legram or Cable-
gram unless its de-
ferred character is in-
dicated by a suitable
symbol above or pre-
ceding the address.

WESTERN UNION

(34)

A. N. WILLIAMS
PRESIDENT

SYMBOLS
DL=Day Letter
NL=Night Letter
LC=Deferred Cable
NLT=Cable Night Letter
Ship Radiogram

origin. Time of receipt is STANDARD TIME at point of destination

N206 10=NF WASHINGTON DC 21 1152A

MISS HAZEL IVES, BROTHERHOOD OF SLEEPING CAR PORTERS=
=217 WEST 125 ST=

DEC 21 PM 4 24

PLEAE RELAY CONTENTS SPECIAL DELIVERY LETTER TO MR RANDOLPH URGENT=

SIDNEY WILKINSON.

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
~~[illegible]~~
TELEPHONE EXECUTIVE 6884
930 F STREET, N.W., WASHINGTON 4, D.C.

Honorary Chairmen
Senator Arthur Capper
Senator Robert F. Wagner
Co-Chairmen
Rev. Allan Knight Chalmers
A. Philip Randolph
Treasurer
William Jay Schieffelin

National Executive Secretary
Mrs. Anna Arnold Hedgeman

December 20, 1945

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City 27

Dear Mr. Randolph

I really hate to be so darned persistent about our financial affairs, but I am absolutely desperate. I don't know which way to turn for help. Could you authorize Mr. Totten to send us a check to take care of us for this interim period? It will be bad enough for those of us here in the office not to get our next salary checks, but it is worse for the people who are in the field not to get maintenance.

Here is my situation in a nutshell:

1. We have an important mailing to go out immediately to our mailing list of around 7,000 and I have no money for stamps.

2. I have no money with which to meet the payroll which is due the 30th of this month.

3. We have no money at all for the smallest of current expenses--such as postage due, occasional taxi fares to the Hill, etc., etc.

4. Our balance in the account at Amalgamated is $800.00. However, we have outstanding checks, bills which are due, and withholding to be paid at the end of the month ($700.00)--all amounting to a total expense of more than $3,000.00.

5. Our revolving fund account at Hamilton National Bank has a balance of less than $10.00.

Please see that we get some money immediately, or we will be unable to function. I have heard nothing from Wichita, Topeka, or St. Louis and it is impossible to wait longer for ready cash. We have already had a "gentle" reminder from Western Union on our November bill and we cannot afford to jeopardize our credit standing which so far I have managed to keep unsullied.

Frantically yours

Sidney

Sidney Wilkinson

EXECUTIVE COMMITTEE

Samuel Baron
Linna E. Bresette
George E. Brown
H. A. Dawson
Thurman L. Dodson
Rabbi Sidney E. Goldstein

Sidney Hollander
George K. Hunton
Mrs. Thomasina W. Johnson
Nathaniel Minkoff
Rev. James Myers

Mrs. Dorothy S. Norman
Winifred Raushenbush
Alex Rose
Rt. Rev. John A. Ryan, D.D.
Mrs. Mabel Staupers

Monroe Sweetland
Willard S. Townsend
Noah Walters
Max Zaritsky
Charles S. Zimmerman

NC-FEPC

March 12, 1946

Miss Sidney Wilkinson
National Council for
A Permanent FEPC
930 F Street, N. W.
Washington, D. C.

Dear Sid:

Find enclosed statement which is self-explanatory. I want to suggest that you send Mr. Schieffelin his five thousand dollars as soon as we get it.

Sincerely yours,

A. Philip Randolph
International President

APR:sha
oeiu 153
enc.

NC-FEPC
Gen

TREASURY DEPARTMENT
INTERNAL REVENUE SERVICE
NEW YORK, N. Y.

OFFICE OF THE COLLECTOR
THIRD DISTRICT OF NEW YORK
70 EAST 45TH STREET Room 833

5/15/46

IN REPLY REFER TO

Mr. A. P. Randolph
Brotherhood Sleeping Car Porters
217 W. 125 St Nyc

IN RE: Nat'l. Council for A Permanent F.E.P.C.

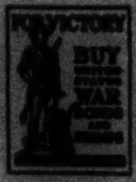
Dear Sir:

In checking our records in this office, we find you have not submitted your Withholding TAX Returns for the all Quarter, 1945

Kindly have your Accountant to check this immediately, and mail the forms to us, so that we may clear this account. If you have not already paid the First Quarter of 1946, same is also past due, submit W-1 for this period.

Very truly yours,

H. Zenn
Zone Deputy



Telephone:

Murray Hill 4-5130
Ext. 389
9-10 AM only

A. PHILIP RANDOLPH
INTERNATIONAL PRESIDENT

MILTON P. WEBSTER
1ST INTERNATIONAL VICE-PRESIDENT
3456-58 SOUTH STATE STREET
CHICAGO, ILLINOIS

BENNIE SMITH
2ND INTERNATIONAL VICE-PRESIDENT
1308 BROADWAY, ROOM 305
DETROIT, MICHIGAN

BROTHERHOOD of SLEEPING CAR PORTERS
TRAIN, CHAIR CAR, COACH PORTERS & ATTENDANTS
AN INTERNATIONAL UNION
AFFILIATED WITH THE A. F. OF L.
217 WEST 125TH STREET
(ROOM 301)
NEW YORK 27, N. Y.
MO 2-5080-1
NIGHTS, SUNDAYS AND HOLIDAYS
UNIVERSITY 4-8262

ASHLEY L. TOTTEN
INTERNATIONAL SECRETARY-TREASURER

E. J. BRADLEY
3RD INTERNATIONAL VICE-PRESIDENT
11 NORTH JEFFERSON STREET
ST. LOUIS, MISSOURI

C. L. DELLUMS
4TH INTERNATIONAL VICE-PRESIDENT
1716 SEVENTH STREET
OAKLAND, CALIFORNIA

December 8, 1945

Mr. Harry Zenn
~~Internal Revenue Agent in Charge~~ Deputy Collector Room 5633
~~[illegible] Broadway~~ 70 E 45 St
New York City

Dear Mr. Zenn:

I have been informed by our office in Washington, D. C., of the National Council for a Permanent FEPC, that they have sent you a letter concerning information you requested on withholding taxes for the National Council for a Permanent FEPC. I hope this will be satisfactory.

Sincerely yours,

A Philip Randolph

A. Philip Randolph
International President

APR:RB

uo[illegible]u/153

RW H.G.

Mr Randolph

I have not received any communication. Please attend to this matter

NC-FEPC
Gen.

July 10, 1946

Mr. H. Zenn
Deputy Counselor
Internal Revenue Service
Treasury Department
70 East 45th Street
New York City

Dear Sir:

Received your notice suggesting that I meet with you, July 11th, between 9:00 and 11:00 A.M. to confer concerning withholding taxes of the National Council for a Permanent FEPC, from 1945 to date.

I am compelled to leave the city for Montreal, Canada and Edmonton, Canada, to negotiate a contract with the Northern Alberta Railway Company, and I will be away for several weeks. When I return I will get in touch with you.

I notice that you have the National Council for a Permanent FEPC located at 217 West 125th Street, in New York. The headquarters are at 930 F Street, N. W., Washington, D. C., and all withholding taxes are paid from that office. I think that you will find that they are up-to-date. However, I will call you when I return.

Very truly yours,

A. Philip Randolph
International President

APR:BB

oeiu/153

C
O
P
Y

JUL 1 7 1946

Day Letter

July 15, 1946

FM 7/17 AA 7/22
C L______ WAL______ S S______
Circulate:______ Return to______ FILE

TO:

A. Philip Randolph
c/o J. R. Bowden
10826 96th Street
Edmonton, Alberta, Canada

I HAVE BEEN FORCED TO INFORM STAFF TODAY THAT UNLESS FUNDS ARE FORTHCOMING IMMEDIATELY I HAVE NO ALTERNATIVE BUT TO RESIGN AND TERMINATE THE STAFF'S SERVICES. YOUR TOTAL DISREGARD OF OUR CONTINUOUS NOTIFICATION OF IMPENDING FINANCIAL NEEDS SINCE LAST OCTOBER MAKES IT IMPOSSIBLE TO GIVE ANY INTELLIGENT EXPLANATION OF THE PRESENT FINANCIAL CRISIS TO A WELL QUALIFIED PROFESSIONAL STAFF. OUR CONTACTS WITH POTENTIAL BIG GIVERS LAST WEEK WERE FRUITLESS BECAUSE OF THIS APPARENT LACK OF RESPONSIBILITY IN PLANNING AHEAD FOR A NATIONAL PROGRAM OF THE CHARACTER AND SCOPE OF THIS FIGHT. I WROTE YOU IN JANUARY THAT I COULD NOT ASSUME RESPONSIBILITY FOR THE LEGISLATIVE, EDUCATIONAL AND ADMINISTRATIVE ENDS AND ALSO RAISE THE FUNDS. WHILE YOU DID NOT ANSWER THAT LETTER, YOUR VERBAL ACCEPTANCE OF THE RESPONSIBILITY FOR THE FUND RAISING HAS MADE THIS SITUATION AN ACUTELY EMBARRASSING ONE FOR US AS WE ATTEMPT TO INTERPRET OUR PRESENT NEED TO THE PUBLIC. IT IS IMPERATIVE THAT FUNDS BE AVAILABLE IMMEDIATELY TO PAY ALREADY INCURRED OBLIGATIONS, INCLUDING SALARIES, VACATION PAY, RENT, THE SCHIEFFELIN LOAN, PRINTING, POSTAGE, ETC., WHICH ROUGHLY AMOUNTS TO $18,000. IT SEEMS REGRETTABLE THAT AFTER THE AMOUNT OF PERSONAL INTEREST AND SACRIFICE WHICH HAS BEEN PUT INTO THIS FIGHT AND JUST AT A TIME WHEN THIS ACHIEVEMENT HAS BEEN RECOGNIZED TO THE EXTENT THAT WE WERE ABLE TO SECURE COMMITMENTS FROM LUCE, DONOVAN, POLETTI, ROSENBERG, QUIGLEY, AND OTHERS, WE MUST NOW ABANDON IT SIMPLY FOR LACK OF FUNDS AND PERMIT SOME OTHER ORGANIZATION TO CARRY IT TO FRUITION.

ANNA ARNOLD HEDGEMAN

Financial Matters

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

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Senator Arthur Capper
Senator Robert F. Wagner
Co-Chairmen
Rev. Allan Knight Chalmers
A. Philip Randolph
Treasurer
William Jay Schieffelin

Executive Secretary
Mrs. Anna Arnold Hedgeman

NC-FEPC

Gen

July 23, 1946

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City 27

Dear Mr. Randolph

We are in the midst of our usual June 30th audit and there is one item which I do not feel we should drop without authority from you.

When Alice Stark worked part time in New York for us winter before last we gave her a revolving or petty cash fund. In terminating her affairs she failed to send us an accurate accounting of how this money was spent and, although she has promised to take care of it, the matter has never been settled. Therefore, we are carrying on our books a $100 item unaccounted for.

The auditor suggests it would be better for us to drop this in our 1946 audit. May I have authority from you to recommend that the auditor cease carrying this item?

Cordially yours

Sidney

(Miss) Sidney Wilkinson
Assistant Executive Secretary

EXECUTIVE COMMITTEE

A. A. Austin
Samuel Baron
Linna E. Bresette
George E. Brown
H. A. Dawson
Thurman L. Dodson

Rabbi Sidney E. Goldstein
W. C. Handy
Sidney Hollander
George K. Hunton
Mrs. Thomasina W. Johnson
Morris Milgram

Nathaniel Minkoff
Rev. James Myers
Mrs. Dorothy S. Norman
Winifred Raushenbush
Alex Ross
Rt. Rev. John A. Ryan, D.D.

Mrs. Mabel Staupers
Monroe Sweetland
Willard S. Townsend
Noah Walter, Jr.
Max Zaritsky
Charles S. Zimmerman

From the Desk of
MORRIS MILGRAM
112 EAST 19th STREET
New York 3, N. Y.
ALgonquin 4-4954

NC-FEPC Corr

August 13, 1946

A. Philip Randolph
217 West 125 Street
New York, N.Y.

Dear Phil:

I enclose two signature cards which you have to sign to complete bank account affairs in Washington.

Please sign on each of the cards where I have checked and return it promptly to Thurman Dodson, 307 E Street NW, Washington 1, D.C.

Best ever,

Morri

Morris Milgram

Mourn not the dead . . .
But rather mourn the apathetic throng—
The cowed and meek
Who see the warld's great anguish and its wrong,
And dare not speak.
—Ralph Chaplin

NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL
295 MADISON AVENUE
NEW YORK 17, N. Y.

MURRAY HILL 3-0562

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ROBERT E. SEGAL
STEPHEN S. WISE

August 21, 1946

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th St.
New York, N. Y.

Dear Phil:

Just a note to remind you of a few of the all too many assignments which have fallen on your shoulders.

1. Letter to Bobby Arnold in Kansas City re: the funds raised by the Kansas City Council.

2. Letter to Dr. C. Herbert Marshall, 2712 P. St., N. W re: funds raised in Washington.

3. Letter to Thurman Dodson re: transfer of funds from Washington to Amalgamated Bank.

4. Deposit of loan from Brotherhood and funds raised by McLaurin.

I hope all these steps can be taken very soon so that we may be able to make at least a partial payment on the back wages due former staff members of the Council.

Best personal regards.

Cordially,

Arnold

Arnold Aronson, Director
Committee on Employment
Discrimination

AA:mr
Enc.

NC – FEPC
Gen

August 27, 1946

Mr. Arnold Aronson, Director
Committee on Employment Discrimination
National Community Relations Advisory Council
295 Madison Avenue
New York 17, New York

Dear Arnold:

Find enclosed copies of letters that are self-explanatory. I am having Brother McLaurin make the deposit so that we may make some payments on the amount of wages due to staff of the National Council for a Permanent FEPC.

Cordially,

A. Philip Randolph
International President

APR:BB
encs.
ociu/183

Re - FEPC
Coun

August 27, 1946

Mr. Thurman Dodson
615 F Street, N. W.
Washington, D. C.

Dear Dodson:

We are in the process of trying to raise enough money to make a part payment on the salaries due the staff of the National Council for a Permanent FEPC, which we recently dismissed. May I request that you draw a check against the account in the Washington bank for $1000 and make it out to the National Council for a Permanent FEPC, and send it here so that we may deposit it in the Amalgamated Bank of New York where we may draw checks to make part payments on the wages due the staff.

I would appreciate your doing this as soon as possible. We would like to send each employee something on account as soon as possible.

Cordially,

A. Philip Randolph
International President

APR:BB

ccLa/188

NC-FEPC
ARM

November 15, 1946

National Council for a Permanent F.E.P.C.
930 F Street, N.W.
Washington 4, D. C.

Attention: Mrs. Anna Arnold Hedgeman

Gentlemen:

This will confirm the conversation which took place in my office between Mr. A. Philip Randolph, Mr. Zatkin, Miss Clayman and myself.

My organization, Frank H. Berend and Associates, will be the official and exclusive fund raising agency in the New York metropolitan area for the National Council for a Permanent F.E.P.C. I am to receive $1,000 as my personal fee, which is to be paid to me out of the first $3,000 raised for the National Council.

Above and beyond my personal fee, I will receive 10% of all funds raised in the New York metropolitan area, regardless of source. Any funds which come in directly to the office of the National Council in Washington from the New York area will be included in this contrast.

The National Council will pay for all mailing and clerical expenses inherent in the campaign, such as printing, postage, multigraphing, office help, telephones, telegrams, luncheons, dinners, etc. These do not include professional advice and assistance, which are included in my fee.

Sincerely yours,

Frank H Berend

Frank H. Berend

bb

NC-FEPC
Gen

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

November 25, 1946

Administrative Committee
National Council for a
Permanent FEPC

Gentlemen:

Although we discussed some of the problems of the forthcoming campaign at our meeting early in October, it seems desirable to record that discussion in detail for the information of those who were not present, and as a source of reference. I have the advantage of the ample notes with which I came prepared to the meeting. I have included in this letter of transmittal some information that was not presented at the October meeting because the hour was late.

I believe a study of that discussion, with the added information, will be useful to a better understanding of the "Preliminary Outline - Program and Procedures - NCFEPC Fund Campaign", which accompanies this letter.

The question presented was:

> Can the National Council for a Permanent FEPC raise $500,000 at a reasonable cost (15% of the gross) in a reasonable period (6-8 months)?

The first part of this question may be answered with an unqualified yes. We can raise $500,000. But can it be raised in 6 - 8 months for 15%? This question must be approached more circumspectly. A flat "yes" cannot be given honestly. There are too many imponderables. No yardstick exists that may be applied to our precise situation under current conditions, or under the conditions now anticipated.

EXECUTIVE COMMITTEE

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SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON

RABBI SIDNEY E. GOLDSTEIN
W. C. HANDY
SIDNEY HOLLANDER
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MRS. DOROTHY S. NORMAN
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MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

Successful campaigns have been conducted with costs varying from 1 to 15 percent. Considerably higher costs have been reported in several campaigns.

The American National Red Cross spent about 5% in 1945-46 to raise $100,000,000. But it should be noted that some pre-campaign costs, e.g., dinners, luncheons, cocktail parties, etc., attended by division and industry volunteers were paid for by the chairmen of the respective groups, and were not charged against the cost of the campaign. This, in fact, is not unusual. Moreover, a substantial number of full-time volunteers take part in Red Cross campaigns. These campaign workers are "loaned" by organizations such as the Consolidated Edison Company and New York Telephone Company and their salaries are paid by their regular employers. This reduces the cost of the campaign by a substantial sum. Another important factor in lower costs is the prestige that Red Cross has established over a period of forty years, and its status as a quasi governmental agency.

The New York National War Fund, I am informed, spent 5% of its gross in 1943, and 8% in 1945.

This year the Community Chests, operating in 808 cities, expected to spend 7% of their goal in raising $165,000,000.

Smaller war relief fund campaigns have reported costs of from 14 to 25% to the President's War Relief Control Board. The percentages are based on "gifts in kind" (i.e. clothing and food) as well as cash. The cost of raising the cash was probably higher than indicated.

The National Council, despite its record of hard work, still is comparatively unknown. Because of this and because the purpose and effect of the proposed legislation is vaguely understood (or misunderstood) among all but interested groups, our best standard of comparison on costs lies in the area of experience of the smaller fund campaigns. Another reason for choosing that yardstick is that, with some unique exceptions, campaigns in the $500,000 class cost more per dollar collected than the mammoth Red Cross, War Fund, and Community Chest drives.

If we accept the foregoing analysis, it would seem that 15% of the gross is a reasonable estimate of the cost of our campaign. And we should not lose sight of the fact that part of this expenditure will be doing double duty: the money spent in publicizing our fund-raising effort will, simultaneously be creating and increasing the pressures needed to enact the legislation that is our ultimate objective.

The public relations programs of the fund campaign and the National Council have strikingly similar objectives short of their ultimate goals. Both seek public approval of F.E.P.C. But the good-will created will, in the first instance, be turned into contributions; into legislative activity in the second.

This happy circumstance should be seized upon now, so that coordinated activity in the two phases will strengthen each phase and lower the costs of both.

En route, the combined program must be designed to achieve a manifold objective. It must enlighten the public's ignorance of the issues at stake. It must abate widespread misconceptions concerning the purpose and effect of F.E.P.C. It must create enthusiasm, and transform public indifference into approval and cooperation.

But there are other circumstances that may drive our expenses above the suggested 15% ceiling. These are:

1) The unpredictable results of our legislative campaign (We cannot promise success)

2) The fact that contributions are not deductible from income tax.

3) The state of business during the period of the campaign.

Habits of thinking in relation to giving established by fund campaigns have caused donors to look for convenient specific indices by which to judge the value of their gifts to the object of the philanthropy. (X dollars will give x results is the commonest formula.) It will be difficult for us to translate specific sums into specific terms of accomplishment. But some effort to do so should be made.

Heavy taxation which in the last few years has squeezed top incomes to the vanishing point has been a persuasive argument with large donors. Certainly it has made giving easier. It is true, of course, that many $5,000 non-deductible gifts are freely given to political candidates. But our campaign is woven round a controversial issue, and donors may hope for little beyond the spiritual satisfaction of participating in a worthy cause. Considerable thought should be given to developing persuasive reasons for large gifts.

Point three is set down here merely because allowance must be made for higher resistance in the event of a business recession. It will be harder to enlist volunteers if their businesses need more attention; harder still to obtain contributions from our prospect lists.

In the last analysis the solution to all our problems rests with the leadership of the campaign. That is why we must scrutinize the candidates for the key campaign posts at the outset.

We have a compelling need. Capable, energetic and optimistic leadership supported by a technically competent staff can fill that need.

Respectfully submitted,

Hugh Holohan

Hugh Holohan

HH/mt

PRELIMINARY OUTLINE
PROGRAM & PROCEDURES
NCFEPC FUND CAMPAIGN

FOREWORD

Collecting any sizable sum of money by public subscription calls for the erection of a fairly complex campaign organization. Prospective contributers are visited in their offices and homes, and at their workbenches. They hear appeals in their churches and temples, in places of amusement, and in the meeting places where they discuss and try to resolve their social, political, and economic problems.

This, however, represents the climax of the drive. Preceding and accompanying this phase there is conducted an intensive campaign of publicity on the air, through the mails, through newspapers, newsreels, magazines, posters, banners, flags, window displays, and a score of related publicity techniques.

The purpose of this ballyhoo is to attract attention, and, if possible, create a state of mind conducive to generous giving. Every worthwhile device and appeal, within the bounds of prudence and policy, is utilized to loosen the public's purse strings.

The Red Cross, the War Fund, and the Greater New York Fund, to name a few organizations with a general appeal, offer solid testimony to the effectiveness of these techniques. BUT -- and this is one of the most important points to be made -- without the months of carefully planning and systematic organization of screened personnel that precede these campaigns, they would fall short of their objectives.

The key to success in fund raising is not the volume of sound that is made, (although that has its value) but CREATING ENOUGH OPPORTUNITIES FOR PEOPLE TO GIVE -- that plus the individual approach to selected prospects.

Fortunately no such very complex plan of organization as that briefly indicated above seems needed to achieve the goal of the National Council. Indeed, if we attempted to blanket New York along the lines of a major drive in this, our first campaign, the cost might be prohibitive. Moreover, the intricate network of committees and agencies essential in a major campaign, where quite often, an unstated objective is reduction of the public's spending power, does not seem necessary in our case. (This is assumed from the generally known facts. Our pressing need for funds, unfortunately, precludes a survey that would help select our prospects with bull's eye accuracy. But our own experience and knowledge of the circumstances should help to indicate the most productive areas for our activity.)

A highly important reason for avoiding a direct appeal to several clearly defined groups in our population is the certainty that they would not respond. Selling rosaries in the Riff country or fur coats to the natives of India's plains might be more productive in the light of the existing sharp conflict of public opinion. In fact it is that very conflict that makes our campaign necessary.

Between the two extremes of thinking on minority needs and rights there are as many shades of opinion as there are colors in the spectrum. For the time being our public relations program and organizational plan should be directed towards those from whom a favorable response may be stimulated at a minimum cost. Neutralizing all but the fanatical right might be considered as a secondary objective.

The major groups who suffer from economic discrimination, and who should obtain relief through the proposed legislation are Negroes, Catholics, Jews, and Spanish-speaking Americans. The first and last-named are most severely affected and, economically the poorest in our population.

It is among these groups that we must look for mass support in our campaign. But right here some important reservations must be made. Although Catholics (more especially Catholics of Irish birth and descent) are among the principal victims of discrimination in other parts of the country, this is much less true of those who live in New York City where our main activity is planned. Moreover, circumstances, which need not be discussed in detail, have made them unresponsive as a body to community needs where other population groups are involved. Accordingly, in my opinion, any general appeal to purely Catholic groups would be too costly.

However, the advice of clerical and lay leaders of Catholic thought should be asked, and their financial support and cooperation solicited. I believe that Cardinal Spellman could be persuaded to make a substantial contribution.

Apart from the racial and religious groups whose sensibilities are offended and whose progress is held back by discrimination, there exists a substantial body of civic-minded men and women of considerable means whose financial support and influence can surely be counted on for our program.

Then there are the top leaders in commerce and industry whose minds are not so occupied with their own problems that they cannot visualize the serious damage inflicted on America's prestige throughout the world by the generally thoughtless but often premeditated and savage treatment of our minorities.

The cloth of America's leadership in world affairs is still new enough to be worn with selfconscious pride. But the cut of Uncle Sam's coat will inspire only grudging approval when it is known to cover a dirty, blood-stained shirt. Even the most obtuse among us should know that respect is better than fear; that the hundreds of millions of men and women of many colors with whom we must eventually do business will do so reluctantly, if at all, because of our record at home.

The simple test of our intentions towards the peoples of other nations is how we live ourselves. If we deny freedom to members of our own family, it is a sound assumption that we will deny it to others too.

Is this an academic point of view? I believe it represents a hard practical problem of immediate concern to the heads, the bankers, and the stockholders of our great export industries, to the railroads that transport the goods, and to the steamships companies that unload our products in foreign ports.

If doubt exists about the validity of this conclusion, take a close look at the British Empire. After centuries of living off the toil and sweat of India's three hundred millions, Britain is about to loosen her grasp on that unfortunate country. Is it world disapproval of British rule in India that has won for that country the measure of freedom she is about to achieve? Or, is Britain's occupation of India no longer profitable? An affirmative answer to either question proves the point.

Insert for Page 4 at the end of Paragraph 4

"Riots" according to a bulletin of the International City Managers' Association of Chicago, "are the most serious threat against the fulfillment of the fundamental police responsibility to protect life and property. Large scale public disorder is proof of the temporary breakdown of local government. The dollars and cents costs of such disorders to a city, moreover, are likely to be staggering, because most states have statutes which specifically hold municipalities financially liable for deaths, injuries, and property damage resulting from riots. Suits totalling millions of dollars are now pending against various American cities as a result of the riots of 1943."

While New York City may not have a statute of this nature, the fact that other communities have such statutes will provide us with a valuable argument in soliciting contributions in those communities.

From this discussion I hope I have developed at least some of the reasons why we should include in our campaign the top level of givers who, on surface examination, might be assumed to have little interest in our objective beyond that created by vagrant humanitarian impulses.

Of course, there are other reasons and it might be as well to state some of the more important ones at this point.

In a recent survey of the effects of New York's FEPC, the Herald-Tribune had this to say: "As a matter of fact, the law.... made for efficiency, allowing (the employer) to select the best man for a job regardless of his color or religion or the birthplace of his parents....increasing numbers of concerns agree that the law helps business by promoting the more efficient utilization of labor."

The existence in any community of any body of citizens who are denied the rights and privileges enjoyed by the rest of the community is an imminent threat to every man and woman living in it. When the oppressed minority is both large and homogeneous, a disastrous explosion is merely a matter of time. The Harlem riots of recent years are a warning of what can happen. They are part of the price New Yorkers paid for their indifference to the needs of their fellow citizens.

CONCLUSIONS

We have sound, persuasive reasons for soliciting gifts and active cooperation from:

1) Donors, preferably of large means, with a known interest in or connection with institutions concerned with minority problems, e.g., Negro College Fund, N.A.A.C.P., A.C.L.U., Urban League, Anti-Defamation League, American Jewish Committee, Rosenwald Foundation, Sydenham Hospital, National Conference of Christians and Jews, etc.

2) Top leaders in commerce, industry, and finance, Chambers of Commerce, Boards of Trade and other business organizations.

3) Negroes and their labor and fraternal organizations

4) Jews and their labor and fraternal organizations

5) Selected Catholic leaders

6) Spanish-speaking Americans and their labor and fraternal organizations

7) Selected labor organizations

PRELIMINARY FINANCING

I have estimated that $25,000 will be required to finance our campaign. Of this sum $5,000 is to be made available immediately. The balance should be in hand as soon as possible, certainly not later than January 10th, or whatever date our staff starts to work. Our budget and time schedules plus the speed with which we recruit our staff will determine the deadline. A delay in providing preliminary funds may affect all subsequent phases of the campaign.

ORGANIZATION

Personnel

The success of any enterprise is directly dependent upon the individuals who compose it. Just as in a commercial enterprise, a successful campaign requires executives with a genius for selecting the best qualified workers available. Technical experts are needed: Seasoned public relations counsel; speakers who can present our appeal in compelling terms; sales managers willing to contribute their skill in training volunteer solicitors; radio directors of advertising agencies or large commercial concerns who can persuade station owners to give our cause free time; local leaders who know their communities and have wide contacts.

The Administrative Committee (or Steering Committee, whichever is most likely to be readily available), should understand job analysis in order to determine, with the help of the campaign director, who should be enlisted in the work and what each should do.

Too much emphasis cannot be placed on personnel. Men should not be chosen for key positions merely because they have the time and are willing. Often the busiest man does the best job.

If the leaders of the campaign are men of national stature, the key executives in their industries, men who are able and willing to set the top standard of giving and to devote the time necessary to the task, the battle is more than half won.

Their associates should be men of comparable stature who meet the challenge with enthusiasm.

THE ULTIMATE SUCCESS OF OUR FUND CAMPAIGN, AND TO SOME EXTENT OUR LEGISLATIVE CAMPAIGN, IS BEING DECIDED NOW --

By the care employed in selecting candidates for key positions

And by the promptness in which enrollment deadlines are met.

The Steering Committee

This is a small group comprising members of the Administrative or Executive Committee together with the key chairmen of the campaign. It should be empowered to make all decisions necessary for the campaign except, perhaps, on fundamental policy. It should not be limited in size by hard and fast rules, but it should never be so large as to make it unwieldy.

The General Chairman

The general chairman is the cornerstone of the campaign. He should fill the qualifications described under personnel. He should be an executive with the ability and experience to delegate duties to his immediate assistants in the campaign, and to give tactful guidance while holding them firmly responsible for meeting their committments. If he has had some experience in other fund campaigns it will be helpful because he will have a better idea of what is expected of him. If he is a good presiding officer, that is an advantage. If he is a good speaker, as well as a man of financial and other influence, that too will be an advantage. But the supreme qualification is well-recognized ability as an executive for planning, directing, leading and inspiring others to carry through their duties to a successful conclusion.

Vice-Chairmen

The vice-chairmen should have most of, if not all, the qualifications of the general chairman, and one or the other should be able to assume the leadership of the campaign if, in an emergency, the general chairman is unable to act. If possible, the general chairman should be persuaded to select the vice-chairmen. Close harmony and cooperation among these three key figures are assured if they know each other well and respect each other's ability and ideas. If the general chairman and vice-chairmen require special (volunteer) assistants in their work, it might be advantageous to fill these positions with younger business executives or civic leaders. One of the vice-chairmen should be given responsibility for the Service Committees (see chart); the other for money raising committees.

General Organization

The proposed campaign organization is divided into two general divisions: 1) the division embracing the Service Committees, i.e., Public Relations, Prospects, Solicitor Training, Audit, and Meetings, and 2) the Money Raising Committees, i.e., Initial Gifts, Special Prospects, Women's, Commerce and Industry, Labor, Fraternal and Civic Clubs and Organizations, and Community Mobilization.

These two related divisions call for personnel of distinctive qualifications, each quite different from the others. The Initial Gifts Committee requires men of wealth or unusual contact with wealth. It is a comparatively small group chosen for its assumed ability to obtain gifts in large amounts. The Special Prospects Committee should be of the same caliber as the Initial Gifts Committee.

The chairmen of the Service Committees perform the services clearly indicated in the titles of their respective committees and on the organizational chart. They should be men of technical skill who, because of their experience, can contribute most through the activities of these committees.

Organization in Other Cities

Provision will be made for organization in other cities (e.g. Baltimore, Boston, Chicago, Cleveland, New Orleans, Philadelphia, Pittsburgh, and San Francisco), but quite obviously, for financial reasons, the plan of organization designed for New York City is too elaborate. A model plan to utilize their resources will be drawn and integrated with this general plan as soon as specific data is made available.

Initial Gifts Committee

The chairman of this committee, heading as he does a relatively small, select group of top level workers, ranks in importance with the general chairman. His is the responsibility for obtaining contributions that SET THE STANDARD OF GIVING for the campaign. He should be a man of ample means with sufficient contacts through the field of his activity to be able to enlist an enthusiastic group who will not only give liberally themselves but will also solicit other people and institutions for substantial gifts. It is now generally agreed that, as a rule, people are able to secure from their prospects, gifts comparable in size to their own.

Individuals and institutions give in proportion to their confidence in and their personal or business relations with the people who solicit them. For the chairmanship of the Initial Gifts Committee it is suggested that the services of a banker, an industrial leader, or a wealthy retired (but active) business man be secured.

Special Prospects Committee

The idea of having a Special Prospects Committee as well as an Initial Gifts Committee in the same campaign, is, I believe, an innovation. Both call for the same high caliber personnel, and both operate at approximately the same level of giving. The differences lie in the fact the Initial Gifts Committee sets to work first and completes its work in a month or six weeks; the Special Prospects Committee continues from that point and while using the standards set by the Initial Gifts Committee, itself accepts smaller gifts.

Another reason why we should have these two similar committees instead of one is that the period of preparation and organization required by our campaign is somewhat longer than that needed for an institution with year-round activities and well established prestige. It would, I believe, be extremely difficult to enlist a committee of the caliber indicated that would be willing to undertake this activity for more than six weeks. In my opinion it is of the utmost importance to continue to solicit top level donors right up to the end of the campaign. Two committees is one answer to this need.

Women's Committee

Either because of lack of opportunities for women or because of their disinclination to enter the field in large numbers, the world of business executives is almost exclusively a man's world. And because the business world is a man's world, fund campaigning is a man's world too.

Whatever the reasons, a Women's Committee is an integral part of many fund campaigns. Positive reasons, it seems to me, are their control of a substantial part of the country's wealth, their ability to reach donors that sometimes cannot be reached in other ways, and the fact that they have more time, that campaigning has some of the aspects of a game, and they enjoy the social side of the activity.

The chairman of the Women's Committee, and her co-chairman should be drawn from the same strata as the general chairman or chairman of the Initial Gifts Committee. It is essential that she have had similar experience in another campaign. But under no circumstances should she be the Indispensable Woman whose name is associated with every worthwhile cause and who consequently has neither the time, the energy nor the inclination to do more than pose for news photographers.

The Women's Committee is a working committee, and when carefully enrolled produces handsome returns. Mrs. Vincent Astor as co-chairman of the Women's Committee of the War Fund filled her role admirably. Mrs. David Levy made a magnificent record in a similar (perhaps more important) role in United Jewish Appeal. Their names are mentioned here to indicate the type of chairman we should try to secure.

The Social Register, and the rolls of professional women's clubs are some of the sources of prospects for the Women's Committee.

Commerce and Industry Committee

The chairman of the Commerce and Industry Committee should be a man of considerable stature in the business world, and a leader in his own field of activity. He should be an able organizer with a large circle of friends and wide contacts in business. If he is a forceful and persuasive speaker, so much the better.

To the chairman of this committee falls the important task of organizing a large group of workers who will solicit medium-sized and small firms, and their proprietors for gifts in the $50 to $250 range. (These figures are illustrative; not exclusive). The area of activities of this committee will be defined by the Administrative Committee in consultation with the Executive Director. If we are to avoid a vast amount of, probably, unproductive effort, the area should fall within the limits indicated on page 4 of this memorandum.

Labor Committee

The chairman of the Labor Committee should be a man whose relations with labor leave his attitude beyond challenge. His Contacts should be at the top levels, at least locally. An outstanding "liberal" would probably be better than an active labor leader whose membership in say, the A.F.ofL. might make him unacceptable to the C.I.O. and vice versa. He should have as co-chairmen a representative of each of the two major bodies.

This committee has the clearly defined and very important task of securing treasury contributions from international and local unions, and joint boards of the A.F.of L, and C.I.O.

Fraternal & Civic Organizations Committee

Inasmuch as the fraternal organizations to which we address our appeal will be almost exclusively Jewish, Negro and Spanish-American, this committee should be composed of the most influential leaders of the three groups, at least one from each group, all serving as co-chairmen.

Much of the solicitation of fraternal organizations is by mail. In our case it may be that we shall be granted more than the usual number of opportunities for speakers to address their meetings. Requests for speakers should be received with open arms. Their efforts almost always bring more substantial results than mail appeals.

The responsibilities of the chairmen of this committee rarely go much beyond checking the mail list, general supervision of staff workers assigned to the activity, addressing meetings, and using their influence, when needed, to secure a better hearing than might otherwise be obtained. Contacts with the active officers of fraternal organizations are invaluable.

Community Mobilization Committee

Community Mobilization is the mass appeal which comes as a climax to the campaign. For it are enrolled hundreds, if possible, thousands of men and women who visit their neighbors and their neighborhood stores, and rattle cans in a street collection. This is the nickel, dime, quarter and dollar phase, and the returns are in direct proportion to the number of volunteers enlisted.

While manpower is the key to success in every phase of the campaign, at no other stage does manpower alone count for so much. The selective approach, indispensible in every other phase, may be discarded here.

The chairman of Community Mobilization should be a man of vast energy with a genuine liking for humanity in the raw. He should be able to give and take with all kinds, and under pressure, willing to listen sympathetically to the thousand-and-one problems and gripes of his volunteer army, yet firm enough to conserve his own time. He must be a first-rate organizer, adaptable to changing needs, and an inspiring leader. Some such man, perhaps more than one, is available. Our problem is to find him.

Public Relations Committee

The functions of the Public Relations Committee need not be charted in any great detail at this time. Here, perhaps, more than elsewhere the problem is to "Send a good man and give him no instructions." Moreover if the caliber of this committee is what we have a right, at least, to hope for, only our objectives need be stated together with special difficulties that need to be overcome in reaching those objectives.

This, of course, does not preclude suggestions, ideas or discussion. But it should be made clear that, within the bounds of policy and budget, the public Relations Committee has a free hand. Here creative imagination tempered by experience, timing, the telling phrase, are even more important than organizational ability.

The job of the Public Relations Committee is:

To state our case so appealingly -- so compellingly -- that people will want to give.

The organizational chart indicates, in a general way, the techniques and means that may be employed.

Most of the functions of a Public Relations Committee are indicated on the chart. One important function, the establishment and direction of a Speakers' Bureau, has been deliberately omitted pending discussion.

It seems to me that a Speakers' Bureau will serve an increasingly important, and productive role in our campaign.

If this is agreed, it might be as well, at this time, to set it up as a completely separate unit with its activities closely coordinated with the Public Relations Committee. To put it within the framework of the Committee might make for routine attention and, perhaps, postponement of efficient operation because other phases needed more immediate attention.

The chairman of the Public Relations Committee should be a man of wide technical experience who understands the value of the public relations program in a fund campaign. In the public relations department, temperament often plays a bigger role than is provided in the script. Accordingly, his ability to handle the prima donnas who cross the stage of his activities, and blend their efforts into a harmonious whole will be a most valuable asset. He should have wide contacts with newspapers, magazines, radio stations, newsreel editors, etc. He should be able to enlist the proper chairmen for the various phases of his program and to assist all of them in planning and coordinating an all-round program.

Prospects Committee

Selective solicitation in all but the Community Mobilization phase is the basis of our campaign. Public-spirited men and women who are serving voluntarily have a right to expect that their time will be conserved. To solicit a contribution from anyone who cannot afford a contribution, however great his interest in our work, is a waste of our volunteer's time and energy, and our money. Moreover, a refusal to contribute (and inability to do so should mean a certain refusal), will dampen the enthusiasm of the volunteer. The function of the Prospects Committee, then, is clear. It is this committee's responsibility to select possible donors according to their financial resources as well as their known interest in or connection with institutions concerned with minority problems, civic rights, etc.

The chairman of this committee should be in a position to secure the active cooperation of men and women who are familiar with, or who can rapidly familiarize themselves with, the work of gathering such information. Close association with organizations similar to those named on page 4 will be helpful. Credit association managers and men in the banking field make good chairmen and committee members, especially if they meet the other requirements indicated.

Solicitor Training Committee

It is the job of this committee to show the members of the Commerce and Industry Committee, and, where necessary, other committees, how to present our case. For the desired results, not only must the solicitors themselves be "sold" on the needs of the organization, they must also know how to sell their ideas to others.

The solid value of pre-campaign training is clearly shown in the experience of the major fund organizations. Although the figures cited below are for a far lower level of giving than that at which the Commerce and Industry Committee will operate, they establish the point.

The data below was compiled by the New York National War Fund:

	Solicitors Attending Training Classes	Solicitors not Attending
Number	182	134
Average of Solicitor's own contribution	$6.99	$4.09
Average of Contributions Secured	$4.31	$2.83

It is conceded that those who attended classes were probably more interested in the first place than those who did not attend. That interest is reflected in the size of their own contributions and of the superior quality of their work. But the figures, also, are a fair indication of what well-planned training can accomplish.

Audit Committee

This is a comparatively small committee. Its function is to set up procedures for handling, recording, and reporting gifts received and statistics useful in the campaign. It should also set up a system of budget control that will show at a glance the status of each item in the budget, and a simple method of handling the payroll. Certified public accountants make good chairmen for this committee.

Meetings Committee

Even the simplest meeting involves careful attention to numerous details. And much of our effectiveness will depend upon the care devoted to planning and handling meetings. Certainly this is true of our main efforts: the opening event and report luncheons. It is a distinct advantage if the physical arrangements, choice of speakers and talent, agenda, and conduct of meetings are planned and guided by a committee chairman and members who have had experience in this field.

National Council

for a **Permanent Fair Employment Practice Committee**

930 F Street, N. W., Washington 4, D. C. **Telephone: Executive 2233**

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Director, Legislative and Public Relations
PAUL SIFTON

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Dr. Stephen S. Wise
Samuel Wolchok
Max Zaritsky
Charles S. Zimmerman

NC-FEPC
Finance

November 7, 1947

Mr. A. Philip Randolph
Brother hood of Sleeping Car Porters
217 W. 125th St.,
New York, N. Y.

Dear Chief;

Enclosed you will please find a statement of the bank balance in the Amalgamated Bank together with the expense accounts of Milo Manly and Anna B. Douglas. Checks for these accounts have been sent to Mr. Schieffelin for his signature.

Sincerely yours,

Elmer W. Henderson
Executive Secretary

EWH/EH
Encl:

AMALGAMATED BANK BALANCE:

11/7/47

Balance in Bank 10/27/47			$ 6141.65
Deposit 10/30/47	Receipt # 2679	$250.00	350.00
	" 2677	100.00	
			$ 6491.65
Deductions:- 10/6/47			
Check # 1463	Anna B. Douglas Expense account	$ 59.38	
" # 1464	Milo Manly Expense account	166.12	
		$ 225.50	
Check # 1412	Rent & Electricity	1.02	
	New York office	500.00	
		$ 726.50	
Balance after deductions - - - -			$ 5765.15

Attached are expense accounts for Milo Manly and Anna Belle Douglas.

ANNA BELLE DOUGLAS

EXPENSE ACCOUNT

Maintenance per diem, - October 16 - October 31 @ $8.00		$ 128.00
Transportation:--		
Washington, D. C. to Richmond, Va.		5.88
Richmond, Va., to Norfolk, Va.		2.45
Norfolk, Va., to Charleston, S. C.		20.49
Charleston, S. C. to Atlanta, Ga.		11.76
Telephone:- Norfolk to Durham, N. C.		1.25
Telegram:- Charleston, S. C. to Jacksonville, Fla.		.95
Stenographic service, Norfolk, Va.		1.00
Maintenance per diem - November 1 - November 15 @ $8.00		1 20.00
Transportation:-		
Atlanta to Durham, N. C.		17.60
		$ 309.38
Advance - October 16th Hamilton Check #676	$ 150.00	
" - November 5, Hamilton Check #681	100.00	
Total Advance - - - - - -	$ 250.00	
Balance due paid by Amalgamated Check # 1463 - - -		$ 59.38

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MILO A. MANLY

EXPENSE ACCOUNT

October 16 - October 31, inclusive

October 16	Left Washington for Salem N. J. R. R. to Phila $3.78 Bus to Salem & return $2.00 Taxi in Salem $.80	$ 6.58
October 17	In Phila. CEJO and AVC Conference	
October 18	Left Phila. for Indianapolis - R.R.	37.26
October 19,20,21 & 22	In Indianapolis Toll call to Chicago $2.50 Telephone calls local $2.80	5.30
October 23	Left Indianapolis for Chicago -Plane fare	9.95
October 24	Limousine to Airport (Ind.) Airport to Chicago	1.50 1.50
October 25	Left Chicago xx stopped off in Gary, Pittsburgh Altoona - total fare	42.25
October 26 & 27	Enroute to Washington	
October 28	Arrived in Washington - Left same day	3.78
October 29	In Philadelphia and vicinity	
October 30	" " " "	
October 31	" " " "	
	Maintenance 16 days @ $8.00	128.00
		$ 266.12
Advance paid by Hamilton Check #675 10/14/47 - - -		100.00
Balance due - paid by check #1464 Amalgamated Bank - - -		$ 166.12

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for a **Permanent Fair Employment Practice Committee**

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Charles S. Zimmerman

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NC-FEPC
Finance

November12, 1947

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York, N. Y.

Dear Chief:

Enclosed you will please find statements of the bank balance in the Amalgamated and Hamilton Banks together with an expense account for Paul Sifton. The checks mentioned, drawn on the Amalgamated Bank, have been sent to Mr. Schieffelin for his signature.

Sincerely yours,

Elmer

Elmer W. Henderson
Executive Secretary

EWH/EH
Encl.

OUTLAW DISCRIMINATION IN EMPLOYMENT
Pass Senate Bill 984 and House Bill 2824

AMALGAMATED BANK

11/12/47

Balance in Bank 11/7/47 $ 5765.13

Deductions 11/10/47

Check #	1465	A.B. Douglas - salary	$ 146.45	
"	1466	Ruth J. Dunn "	79.65	
"	1467	Milo A. Manly "	173.40	
"	1468	Elise Hopsen "	104.45	
"	1469	Paul Sifton "	216.70	
"	1470	E. Henderson "	192.70	
"	1471	Judd & Detweiler (old printing bill)	258.57	(which leaves a balance of $1688.63)
"	1472	Labor Press Associates 105 mats $31.50 140 proofs 5.00 engraving 15.00	52.00	
"	1473	Congressional Quarterly 4 weeks @ $4.00 per week	16.00	
"	1474	Atlanta Daily World subscription 1 year	5.00	
"	1475	cancelled a duplication of check 1474		
"	1476	A & A Public Stenography mimeographing	175.48	
"	1477	Milo A. Manly Advanced maintenance 16 days 11/15-11/30	104.00	
"	1478	A. B. Douglas Advanced maintenance 16 days 11/15-11/30	104.00	
"	1479	Paul Sifton Expense account	58.31	
"	1480	Hamilton National Bank Petty Cash check to bring it up to $500.00	326.00	
"	1481	The Chesapeake & Potomac Telephone Co.,	52.78	
			$ 2080.87	
		Balance in Bank as of 11/10/47	3684.26	$5765.13

HAMILTON BANK ACCOUNT

Balance in Bank 10/31/47 $ 500.00

WITHDRAWALS

	Check Number		
10/28/47	# 679	Stamps for 10/28/47 mailing	$ 36.00
11/5/47	680	Elmer W. Henderson Advance on trip to N.Y. & Chicago	150.00
11/5/47	681	Anna Belle Douglas Advance on travel	100.00
11/5/47	682	Petty Cash Stamps for office use and Petty Cash Box	40.00

Total amount of withdrawals - - - - - $ 326.00

Balance in Hamilton Bank 11/10/47 174.00

Check drawn on the Amalgamated Bank in the amount of $326.00 to bring Petty Cash account up to $500.00 is attached.

EXPENSE ACCOUNT

PAUL SIFTON

11/6/47

Railroad fare, Washington to New York and Return Oct 29 - 31 to attend Nat'l Labor Service Conference against discrimination)	$	13.16
Taxis		2.35
Meals		4.60
Railroad Fare Washington to New York and Return(pullman) (Conference with Arnold Aronson and work on Printing of pamphlets Nov. 3 and 4)		23.88
Taxis		1.75
Meals		6.40
Hotel and Phones (bill attached)		4.42
	$	56.56
Stenographer Service (New York bill attached)		1.75
Check # Amalgamated Bank	$	58.31

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Walter White
J. Finley Wilson
Dr. Stephen S. Wise
Samuel Wolchok
Max Zaritsky
Charles S. Zimmerman

NC FEPC Finance

2/20/48

Mr. A. Philip Randolph
217 W. 125th St.,
New York, N. Y.

Dear Chief:

Enclosed you will please find statements of bank balances in both the Hamilton and the Amalgamated Bank and expense accounts of Milo Manly from November 16, 1947 up to and including February 15, 1948. The checks mentioned have been sent to Mr. Schieffelin for his signature.

Sincerely yours,

Elmer

OUTLAW DISCRIMINATION IN EMPLOYMENT
Pass Senate Bill 984 and House Bill 2824

181

AMALGAMATED BANK ACCOUNT 2/20/48

Balance as per statement 2/2/48 $ 1586.66

WITHDRAWALS:-

2/4/48	Check #	1546	Robert R. Church	$ 480.27	
2/13	"	1547	Congressional Quarterly	8.00	
2/13	"	1548	Alderson Reporting Service	32.00	
2/13	"	1549	Western Union	47.78	
2/14	"	1550	Elise Hopson - Salary	104.45	
2/14	"	1551	Milo Manly - "	178.40	
2/14	"	1552	E. W. Henderson - Adv. trip to Chicago and Detroit	75.00	
2/20	"	1553	Milo Manly - balance due on maintenance, travel & telephone	249.74	(statement of acct attached)
2/20	"	1554	Atlantic Bldg. Corp. Rent	111.70	
2/20	"	1555	E. W. Henderson Maintenance for month of January	310.00	
2/20	"	1556	Hamilton Bank - Petty Cash	100.00	
2/20	"	1557	A. Philip Randolph 18 days maintenance	144.00	
2/20	"	1558	Chesapeake Telephone Co.,	129.04	
	Total Withdrawals			$ 1970.38	

DEPOSITS:-

2/9/48	Receipt #	2740	Arthur Elder	$ 5.00	
	"	2741	J.E. Wilkins, Jr.,	200.00	
	"	2742	Hutchen R.Hutchins	150.00	
					$ 355.00
2/12/48	" #	2743	Rob't Marshall Fund	1250.00	
2/13/48	" #	2744	C.O.Carter	1.00	
2/13/48	" #	2745	W. Johnson	1.00	
2/13/48	" #	2746	Oklahoma Council	550.00	
2/16/48	" #	2747	Tampa Council	125.00	
2/16/48	" #	2748	Tucson "	266.00	

Total Deposits - $ 2548.00 2548.00

Total amount in Bank including deposits - - $ 4134.66

Total amount of withdrawals - - - 1970.38

BALANCE IN BANK 2/20/48 - - - $ 2164.28

HAMILTON BANK STATEMENT 2/20/48

Balance as per statement	12/10/47		$ 315.00
Deposit	12/15/47		185.00
	Amount in Bank 12/15/47		$ 500.00

WITHDRAWALS:-

12/10	# 688	Railroad ticket A. P. Randolph Drawing room etc., Wash. to Miami	$ 123.00
12/15	# 689	Airplane ticket for A. P. Randolph Washington to Miami	59.28
12/15/48	# 690	The Willard Hotel - Bd. Dir. Meeting	237.04
			419.32
		Balance in Bk. - - -	80.68
Deposit 1/19/48		Airplane ticket refund on check #689	59.28
		Balance in Bk.	139.96

WITHDRAWALS:-

12/15/48	# 691	Petty Cash		$ 25.00
12/24/47	# 692	" "		25.00
12/24/47	# 693	Additional clerical help		15.00
12/30/47	# 694	Petty Cash		25.00
1/7/48	# 695	" "		25.00
				$ 115.00
		Service Charge for September	$ 1.00	
		" " " October	1.35	
		" " " November	1.00	3.35
				118.35

Balance in Bank - 1/8/48 - -		$ 21.61
Deposit	Loan By E. W. Henderson	40.00
" 1/19/48	Refund for price of drawing room on ticket from Wash. to Miami for A.P.R.	29.90
"	Refund on Chicago dinner in Morris Eat Shop	3.35
Balance in Bank - - - 1/19/48		94.86

WITHDRAWALS:-

1/14/48	Check # 696	E.W. Hopson printing of Citations	$ 40.00	
1/19/48	" # 697	C. Estelle, glossyprints A.P.R.	10.00	
			50.00	
Balance forward		- -		$ 44.86

HAMILTON BANK STATEMENT 2/20/48

Balance brought forward					$ 44.86
Withdrawals cont'd					
	1/20/48	Check # 698	Petty Cash	$ 25.00	
Balance -	1/29	-	-		$ 19.86
Deposit	1/30	Receipt # 2736	Contribution from Washington Chapter of Girl Friends, Inc.		100.00
					$ 119.86
WITHDRAWALS:-					
	2/2/48	Check # 699	Milo Manly - Advance on travel	$ 100.00	
Balance -		-	-	-	$ 19.86
Deposit	2/8/48	Amalgamated Bank Check # 1543			65.00
					$ 84.86
			Service charge December		.50
					$ 84.36
WITHDRAWALS:-					
	2/10/48	Check # 700	Petty Cash & Stamps for mailing	$ 40.00	
	2/17/48	" #701	Petty Cash	25.00	
				65.00	
Balance in Hamilton Bank to date 2/20/48		-	-		$ 19.36

STATEMENT OF EXPENSE ACCOUNT
(Itemization of accounts are attached)

MILO A. MANLY 2/20/48

Periods covering November 16, 1947 - December 31, 1947
January 1. 1948 - February 15, 1948

November 16	- November 30, 1947	inclusive	$ 44.00
December 1	- December 15, "	"	123.72
December 16	- December 31, "	"	89.78
January 1	- January 15, 1948	"	231.65
January 16	- January 31, "	"	195.10
February 1	- February 15, "	"	167.49
Total - - -			$ 851.74

Checks received as advances:-

11/16 - 11/30 Advanced maintenance - Amalgamated Bk. Check # 1477	$ 104.00
12/1 - 12/15 " " - " " " # 1488	120.00
12/16 - 12/31 " " - " " " # 1503	128.00
2/3/48 Loan by Henderson - pd to Henderson Amalgamated Bank Check # 1545	150.00
2/2/48 Hamilton National Bank Check # 699	100.00
Total amount of Advances - - -	$ 602.00

Balance due Milo A. Manly for maintenance, travel, telephone - $ 249.74

(Check drawn on Amalgamated Bank # 1553 $ 249.74)
2/20/48

1/30/48

EXPENSES

MILO A. MANLY

November 16 - 30, 1947

No travel until November 27. Attended Bar Association Convention in Washington, D. C. Attended meeting of AVC in Philadelphia November 27 and then took train for Washington.

Philadelphia to Washington Rd. trip	$	7.75
Maintenance 3 days		24.00
	$	31.75
Telephone calls		12.25
	$	44.00

EXPENSE ACCOUNT

MILO MANLY

December 1- 15, 1947

December 8	Attended Executive Committee meeting in N.Y.	$ 12.37
	Left New York for Pittsburgh same night	
	Taxi to Station	1.25
	R.R. fare N.Y. to Pittsburgh	22.20
	Maintenance	8.00
	Telephone calls N.Y. to Hartford, Conn.	.60
	N.Y. to Pittsburgh	1.50
9	Taxi Pittsburgh Station to Hotel	
10 11 12	Visited individuals and organizations in and around Pittsburgh, Carfare & telephone expenses (Aliquippa, Clairton, McKeesport)	7.45
13	Taxi Hotel to Pittsburgh,- Station	1.00
	R. R. Pittsburgh to Washington	16.20
	Maintenance in Pittsburgh 5 days @ $8.00	40.00
14	Conference in Washington Maintenance	8.00
15	Expenses re National Bd. of Directors meeting	
	Telephone (pay stations)	.55
	Taxi 6 trips	3.60
		123.72

EXPENSE ACCOUNT

MILO MANLY

December 16 - 31, 1947

December	17	1947	Left Washington for Phila R.R. fare	$	3.88
	18		In Philadelphia CEJO Telephone call to N.Y.		.94
	19 20		CEJO Executive Committee Meeting (accepted date for Mass meeting)		
	22 & 23		Assisted Nat Agran in organizing meeting		
			Trolley fares and local phone calls		5.00
	29		Learned, Meeting cancelled. Worked at pacifying CEJO		
	30		Philadelphia to New York re Executive Committee meeting R. R. fare Rd. Trip.		5.76
	31		In New York Taxi fares		2.20
			Maintenance 9 days		72.00
			(Long distance calls to be rendered with bill)		
					89.78

1/30/48

EXPENSE ACCOUNT

MILO A. MANLY

January 1 to 15 inclusive

January 5, 1948	In Phila. CEJO		
" 6, "	Left Phila. for N.Y. Executive Committee Meeting RR. fare Taxi and telephone		5. 38
	Left N. Y. same evening for Washington RR. fare and Taxi		12. 72
" 8, "	Left Washington for Chicago		
	Plane fare one way		37. 95
	Taxi to air port		2. 00
	In Chicago from January 8th to 15th		
	Expenses in Chicago -		
	Taxis and jitneys	$ 18.20	
	Newspapers for clipping	2.40	
	Postal Cards and pencils	28.50	
	Pictures and photostats	6.50	
	Incidentals & entertainment average $3.00 per day	30.00	
			85. 60
	Maintenance @ $8.00		88. 00
			$ 231.65

(Telephones and telegrams will be rendered with January 16-31 account)

1/30/48

EXPENSE ACCOUNT

MILO A. MANLY

January 16 to 31 inclusive

January 16, 1948	In Chicago	
" 17, "	" "	
" 18, 1948	Taxi (Cobb's Church)	$ 1.25
	" (in Chicago & from Hotel to airport	4.00
	Plane fare Chicago to Washington	37.95
	Taxi Washington airport to Hotel	2.00
" 23, 1948	Washington to Phila., (CEJO Mass meeting) Rd. trip fare	7.56
" 26, 1948	In Philadelphis	
" 27, 1948	Return to Washington	
" 30. 1948	Washington to Pittsburgh	
	Taxi to Station	.75
	RR. fare Rd. trip rail. & 1 way pullman	34.95
	Taxi station to Hotel	.75
# 31. 1948	In Pittsburgh	
	Telephone calls (see attached bill)	19.50
	Maintenance 9 days	72.00
	Local phone calls Chicago	7.40
	Long distance calls Chicago to N. Y.	6.99
		$ 195.10

EXPENSE ACCOUNT

MILO MANLY

February 1 - 15, 1948

February 1, 1948	In Pittsburgh	
2	Pittsburgh Y.M.C.A Meeting	
3	Went to Glen Hazel Taxi and carfare	$ 1.50
4	Pittsburgh Y.M.C.A Wood St. Taxi	1.00
5	Pittsburgh to Cleveland Methodist Regional Conference Taxi and train fare	10.40
6	Return from Cleveland to Pittsburgh. Taxi	1.00
7	Went to Newcastle Train and taxi fare	4.80
8	" " McKeesport Semper Fidelis Club	2.60
9	Met Randolph Hired cab for transportation to meetings and radio stations	12.00
10	Meeting Girl Friends and B'nai B'rith taxi	1.50
11	Loendi Meeting	
12	ADA and P.H. University Taxi	1.25
13	Meeting Allegheny County FEPC "	.75
14		
15	Left Pittsburgh for Philadelphia & Washington lwr. berth	4.02
	Long distance phone calls to Randolph 2 calls $3.47	3.47
	Local calls	3.20
	Maintenance 15 days @ $8.00	120.00
		167.49

ncFEPC
~~Affairs & Staff~~
Finance

April 12, 1950

Mrs. Elise Hapson
National Council for
A Permanent FEPC
930 F Street, N. W.
Washington, D. C.

Dear Elise:

Just a word to thank you for your letter of April 6 with memo on the state of finances of the National Council. Relative to the payment of the bill for the printing of the letterheads, I wish that you would pay that.

At the next meeting of the Council, I will take up the matter of the bill of $1220.16 for printing since I think we will have to do something about paying it in small installments.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

National Council

for a **Permanent Fair Employment Practice Committee**

930 F Street, N. W., Washington 4, D. C.

Please address your reply to
[redacted]

Telephone: Executive 2233

Executive Secretary
[redacted]

Director, Legislative and Public Relations
[redacted]

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Chairman, Executive Committee
ROY WILKINS

Treasurer
WILLIAM JAY SCHIEFFELIN

National Board of Directors
ROGER N. BALDWIN
LINNA E. BRESETTE
JAMES B. CAREY
REV. J. HENRY CARPENTER
ASHBY CARTER
LEO M. CHERNE
ROBERT R. CHURCH
EARL B. DICKERSON
MAX DELSON
THURMAN L. DODSON
MELVYN DOUGLAS
ELSIE ELFENBEIN
EDWIN R. EMBREE
HENRY EPSTEIN
JUDGE GERALD F. FLOOD
WILLIAM I. GIBSON
FRANK GOLDMAN
RABBI SIDNEY E. GOLDSTEIN
LESTER B. GRANGER
BISHOP J. A. GREGG
JOHN GREEN
WILLIAM GREEN
MOST REV. FRANCIS J. HAAS, D.D.
DR. CAMERON HALL
LUCIUS C. HARPER
ADOLPH HELD
SIDNEY HOLLANDER
CHARLES H. HOUSTON
HUBERT H. HUMPHREY
GEORGE K. HUNTON
THOMASINA W. JOHNSON
ALFRED BAKER LEWIS
IRA F. LEWIS
RUTH B. LIPPER
BENJAMIN F. MCLAURIN
MORRIS MILGRAM
PHILIP MURRAY
CECIL E. NEWMAN
DOROTHY S. NORMAN
CHAT PATTERSON
JACOB S. POTOFSKY
JUDGE JOSEPH M. PROSKAUER
WINIFRED RAUSHENBUSH
WALTER REUTHER
COL. MILTON RICHMAN
G. HOWLAND SHAW
BORIS SHISHKIN
MRS. HARPER SIBLEY
MAX H. SORENSON
RODERICK STEPHENS
WILLARD S. TOWNSEND
NOAH WALTER, JR.
PHILIP WEIGHTMAN
WALTER WHITE
J. FINLEY WILSON
DR. STEPHEN S. WISE
SAMUEL WOLCHOK
MAX ZARITSKY
CHARLES S. ZIMMERMAN

April 6, 1950

Mr. A. Philip Randolph,
International President
Brotherhood of Sleeping Car Porters
217 W. 125th St.,
New York, N. Y.

Dear Mr. Randolph;

Here is a statement of the Amalgamated Bank balance as of today.

I neglected to ask you about the bill for the stationery for the printing of the letterheads. Mr. Brown will know about it. Should I write a check for the payment of it, or is there to be a discussion of it at the meeting? Also I think something should be done about our printing bill, a hangover from 1946 - $1230.16. Our last payment to the printer was in November of 1948.

Thank you notes and receipts have gone out for the checks which you sent me Tuesday.

I hope you have a pleasant Easter.

Sincerely yours,

Elise

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". . . THE TIME FOR ACTION IS *NOW*"—President's Committee on Civil Rights, October 29, 1947

Pass Senate Bill 984 and House Bill 2824

AMALGAMATED BANK BALANCE

4/6/50

Balance in Bank 3/14/50 $ 2 041.20

Expenditures:

Check # 1850	Internal Revenue 4th qtr. WHT, SS /49	$ 28.20
1851	D.C. Comp. Board 4th qtr 1949	.75
1852	Unemployment Excise Tax for the years 1945 and 1946 delinquent	338.10
1853	Petty Cash	50.00
1854	C & P Telephone Co.,	19.68
1855	Fraternity Press	20.00
1856	A & A Public Stenography	18.97
1857	Elise B. Hopson Salary 3/16/50 - 3/31/50 inclusive	121.55
1858	R. R. Church (on account of - reimbursement of expenses for the period of February 15, thru March 31st, 1950	300.00
1859	Atlantic Building Corporation rent April, 1950	40.00

Total amount of expenditures $ 937.25

Balance in Bank $ 2 041.20

Deposits:

50.00
1 000.00
1 100.00

$ 4 191.20

Expenditures 937.25

Balance to date $ 3 253.95 4/6/50

ASA PHILIP RANDOLPH

SUBJECT FILE

FAIR EMPLOYMENT PRACTICE
COMMITTEE

House of Representatives

1909-47
+
undated

61st CONGRESS,
1st Session.

H. R. 1015.

IN THE HOUSE OF REPRESENTATIVES.

MARCH 16, 1909.

Mr. BENNET, of New York, introduced the following bill; which was referred to the Committee on the Census and ordered to be printed.

A BILL

To amend an Act entitled "An Act making an apportionment of Representatives in Congress among the several States under the Twelfth Census."

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the Act of Congress passed at the second session of the Fifty-sixth Congress entitled "An Act making an apportionment of Representatives in Congress among the several States under the Twelfth Census," approved January sixteenth, nineteen hundred and one, and numbered chapter ninety-three, be, and the same is hereby, amended as follows, that is to say: After section five of said Act there shall be added as sections six, seven, eight, and nine the following sections, namely:

"SEC. 6. That whereas the Constitution of the United States prescribes at amendment fourteen, section two, that when the right to vote at any election specified in said article is 'denied to any of the male inhabitants of such State being twenty-one years of age and citizens of the United States, or in any way abridged, except for participation in rebellion or other crime, the basis of representation therein shall be reduced in the proportion which the number of such male citizens shall bear to the whole number of male citizens twenty-one years of age in such State;' and further prescribes at amendment fifteen that 'the right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of race, color, or previous condition of servitude;' and whereas the Congress is satisfied that the right of male inhabitants of certain States, being twenty-one years of age and citizens of the United States, to wit, of colored male inhabitants being twenty-one years of age and citizens of the United States, to vote at some of said specified elections has, since the passage of the Act hereby amended, in fact been denied or in some way abridged: and that the representation of the States hereinafter specified should be reduced pursuant to the Constitution: Now, therefore, be it enacted that on and after the third day of March, in the year nineteen hundred and eleven, and thereafter until otherwise enacted, the representation in the House of Representatives of the State of Alabama instead of being nine Representatives shall be five

Representatives, and the State of Arkansas instead of being seven Representatives shall be five Representatives, and the State of Florida instead of being three Representatives shall be two Representatives, and the State of Georgia instead of being eleven Representatives shall be six Representatives, and the State of Louisiana instead of being seven Representatives shall be four Representatives, and the State of Mississippi instead of being eight Representatives shall be three Representatives, and the State of North Carolina instead of being ten Representatives shall be seven Representatives, and the State of South Carolina instead of being seven Representatives shall be three Representatives, and the State of Tennessee instead of being ten Representatives shall be eight Representatives, and the State of Texas instead of being sixteen Representatives shall be thirteen Representatives, and the State of Virginia instead of being ten Representatives shall be seven Representatives; and that therefore the House of Representatives, instead of being composed of three hundred and ninety-one Members, as provided for in the Act hereby amended, shall be composed of three hundred and fifty-six Members: *Provided, nevertheless,* That whenever hereafter it shall appear to the satisfaction of the Congress that the right to vote at the elections specified in section two, amendment fourteen, of the Constitution in any of the States last specified is no longer denied or in any way abridged to colored male inhabitants thereof being twenty-one years of age and citizens of the United States, then the number of Members apportioned to such State in the House of Representatives by section one of the aforesaid Act of nineteen hundred and one, hereby amended, may be restored to said State by a further amendment to the aforesaid Act. This reduction shall apply to the next election for Members of the House of Representatives from said last-mentioned States in the Sixty-second Congress.

"Sec. 7. That unless the legislatures of any of the specified States whose representation is reduced by this Act shall have provided before the time fixed by law for the next election of Representatives therein for the election of Representatives by districts after the manner denoted in section four of the aforesaid Act of nineteen hundred and one, hereby amended, then the whole number of Representatives from such State as apportioned by the reduction hereby established shall be elected at large, as provided for in said aforesaid section four, in respect to cases where the number of Representatives provided for in any State shall be less than it was before the change was directed to be made.

"Sec. 8. That the second section of the Act hereby amended is hereby amended so as to read as follows: 'That whenever a new State is admitted to the Union the Representative or Representatives assigned to it shall be in addition to the aggregate number to which all the States may be entitled under the operations of the aforesaid Act entitled "An Act making an apportionment of Representatives in Congress among the several States under the Twelfth Census," approved January sixteenth, nineteen hundred and one, and of this amendatory Act and of any further Acts amendatory of and supplementary thereto.

"SEC. 9. That all Acts and parts of Acts inconsistent with this Act are hereby repealed."

78TH CONGRESS
2D SESSION

H. R. 3986

IN THE HOUSE OF REPRESENTATIVES

JANUARY 17, 1944

Mr. SCANLON introduced the following bill; which was referred to the Committee on Labor

---

A BILL

To prohibit discrimination in employment because of race, creed, color, national origin, or ancestry.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

FINDINGS AND DECLARATION OF POLICY

SECTION 1. The Congress finds that the practice of denying employment opportunities to, and discriminating in employment against, properly qualified persons by reason of their race, creed, color, national origin, or ancestry, foments domestic strife and unrest, deprives the United States of the fullest utilization of its capacities for production and defense, and burdens, hinders, and obstructs commerce.

It is hereby declared to be the policy of the United States to eliminate such discrimination in all employment relations which fall within the jurisdiction or control of the Federal Government as hereinafter set forth.

RIGHT TO FREEDOM FROM DISCRIMINATION IN EMPLOYMENT

SEC. 2. The right to work and to seek work without discrimination because of race, creed, color, national origin, or ancestry is declared to be an immunity, of all citizens of the United States, which shall not be abridged by any State or by an instrumentality or creature of any State.

UNFAIR EMPLOYMENT PRACTICES DEFINED

SEC. 3. (a) It shall be an unfair employment practice for any employer within the scope of this Act—

(1) to refuse to hire any person because of such person's race, creed, color, national origin, or ancestry;

(2) to discharge any person from employment because of such person's race, creed, color, national origin, or ancestry;

(3) to discriminate against any person in compensation or in other terms or conditions of employment because of such person's race, creed, color, national origin, or ancestry.

(b) It shall be an unfair employment practice for any labor union within the scope of this Act—

(1) to refuse membership to any person because

of such person's race, creed, color, national origin, or ancestry;

(2) to expel from membership any person because of such person's race, creed, color, national origin, or ancestry; or

(3) to discriminate against any member, employer, or employee because of such person's race, creed, color, national origin, or ancestry.

(c) It shall be an unfair employment practice for any employer or labor union within the scope of this Act to discharge, expel, or otherwise discriminate against any person because he has opposed any practices forbidden by this Act or because he has filed a charge, testified, or assisted in any proceeding under this Act.

SCOPE OF ACT

SEC. 4. (a) This Act shall apply to any employer having in his employ more than five persons, who is (1) engaged in interstate or foreign commerce; (2) under contract with the United States or any agency thereof; or (3) performing work, under subcontract or otherwise, called for by a contract to which the United States or any agency thereof is a party.

(b) This Act shall apply to any labor union which has five or more members in the employ of one or more employers covered by the preceding paragraph.

(c) This Act shall apply to the employment practices in the United States and of every Territory, insular possession, agency, or instrumentality thereof, except that paragraphs (3) and (f) of section 10, providing for petitions for enforcement and review, shall not apply in any case in which an order has been issued against any department or independent agency of the United States; but in any such case the Fair Employment Practice Commission established by section 5 of this Act may petition the Attorney General of the United States for the enforcement of such order, and it shall thereupon be the duty of the Attorney General to take such measures as may secure obedience to any such order. Every official who willfully violates any such order shall be summarily discharged from the Government employ.

FAIR EMPLOYMENT PRACTICE COMMISSION

SEC. 5. For the purpose of securing enforcement of the foregoing rights and preventing unfair employment practices on the part of employers and labor unions, there is hereby established a commission to be known as the Fair Employment Practice Commission, which shall consist of a Chairman and six additional members to be appointed by the President, by and with the advice and consent of the Senate, who shall serve for a term of seven years except that the terms of the members originally appointed shall expire seriatim at intervals of one year. Any member of the Commission may be removed by the President, upon notice and hearing, for neglect of duty or malfeasance in office, but for no other cause. Four members of the Commission shall at all times constitute a quorum.

REPORTS

SEC. 6. The Commission shall at the close of each fiscal year make a report in writing to the Congress and to the President concerning the cases it has heard, the decisions it has rendered, the names, salaries, and duties of all employees and officers in the employ or under the supervision of the Commission, and an account of all moneys it has disbursed, and shall make such recommendations for further legislation as may appear desirable.

SALARIES

SEC. 7. Each member of the Commission shall receive a salary of $10,000 a year, shall be eligible for reappointment, and shall not engage in any other business, vocation, or employment.

TERMINATION OF COMMITTEE ON FAIR EMPLOYMENT PRACTICE

SEC. 8. Upon the appointment of the members of the Commission, the Committee on Fair Employment Practice, established by Executive Order Numbered 9346 of May 27, 1943, shall cease to exist. All employees of the said Committee shall be transferred to and become employees of the Commission. All records, papers, and property of the Committee shall pass into the possession of the Commission, and all unexpended funds and appropriations for the use and maintenance of the Committee shall be available to the Commission.

LOCATION OF OFFICES

SEC. 9. The Commission shall hold its sessions in the District of Columbia and at such other places as it may designate. The Commission may, by one or more of its members or by such referees, agents, or agencies as it may designate, prosecute any inquiry or conduct any hearing necessary to its functions in any part of the United States or any Territory or insular possession thereof.

PROHIBITION OF UNFAIR EMPLOYMENT PRACTICES

SEC. 10. (a) The Commission is empowered as herein provided to prohibit any person from engaging in any unfair employment practices within the scope of this Act.

(b) Whenever it is charged that any person has engaged in any such unfair employment practice, the Commission, or any referee, agent, or agency designated by the Commission for such purposes, shall have power to issue and cause to be served upon such person a complaint stating the charges in that respect and containing a notice of hearing before the Commission or a member thereof, or before a designated referee, agent, or agency at a place therein fixed not less than ten days after the serving of said complaint.

(c) The person so complained of shall have the right to file an answer to such complaint and to appear in person or otherwise, with or without counsel, and give testimony at the place and time fixed in the complaint.

(d) If upon all the testimony taken the Commission shall be of the opinion that any person named in the complaint has engaged in any such unfair employment practice, the Commission shall state its findings of fact and shall issue and cause to be served on such person an order requiring such person to cease and desist from such unfair employment practice and to take such affirmative action, including hiring or reinstatement of employees with or without back pay, as will effectuate the policies of this Act. If, upon all the testimony taken, the Commission shall be of the opinion that no person named in the complaint has engaged in any such unfair employment practice, the Commission shall state its findings of fact and shall issue an order dismissing the said complaint.

(e) The Commission shall have power to petition any circuit court of appeals of the United States (including the United States Court of Appeals for the District of Columbia) or, if all the circuit courts of appeals to which application might be made are in vacation, any district court of the

United States, within any circuit or district, respectively, wherein the unfair employment practice in question occurred, or wherein such person resides or transacts business, for the enforcement of such order and for appropriate temporary relief or restraining order, and shall certify and file in the court to which petition is made a transcript of the entire record in the proceeding, including the pleadings and testimony upon which such order was entered and the findings and the order of the Commission. Upon such filing, the court to which petition is made shall conduct further proceedings in conformity with the procedures established by law governing petitions for enforcement of the orders of the National Labor Relations Board.

(f) Any person aggrieved by a final order of the Commission granting or denying in whole or in part the relief sought may obtain a review of such order in any circuit court of appeals of the United States (including the United States Court of Appeals for the District of Columbia) within any circuit wherein the unfair employment practice in question was alleged to have occurred or wherein such person resides or transacts business by filing in such court a written petition praying that the order of the Commission be modified or set aside. Upon such filing, the reviewing court shall conduct further proceedings in conformity with the procedures established by law governing petitions for review of the orders of the National Labor Relations Board.

INVESTIGATORY POWERS

SEC. 11. (a) For the purpose of all hearings and investigations which in the opinion of the Commission are necessary and proper for the exercise of the powers vested in it by this Act, the Commission, or its duly authorized agents or agencies, shall at all reasonable times have access to, for the purpose of examination, and the right to copy any evidence of any person being investigated or proceeded against that relates to any matter under investigation or in question. Any member of the Commission shall have power to issue subpenas requiring the attendance and testimony of witnesses and the production of any evidence that relates to any matter under investigation or in question, before the Commission, its member, agent, or agency conducting the hearing or investigation. Any member of the Commission, or any agent or agency designated by the Commission for such purposes, may administer oaths and affirmations, examine witnesses, and receive evidence. Such attendance of witnesses and the production of such evidence may be required from any place in the United States or any Territory or possession thereof, at any designated place of hearing.

(b) In case of contumacy or refusal to obey a subpena issued to any person, any district court of the United States or the United States courts of any Territory or possession, or the District Court of the United States for the District of Columbia, within the jurisdiction of which the inquiry is carried on or within the jurisdiction of which said person guilty of contumacy or refusal to obey is found or resides or transacts business, upon application by the Commission shall have jurisdiction to issue to such person an order requiring such person to appear before the Commission, its member, agent, or agency, there to produce evidence if so ordered, or there to give testimony touching the matter under investigation or in question; and any failure to obey such order of the court may be punished by said court as a contempt thereof.

(c) No person shall be excused from attending and testifying or from producing books, records, correspondence, documents, or other evidence in obedience to the subpena of the Commission, on the ground that the testimony or evidence required of him may tend to incriminate him or subject him to a penalty or forfeiture; but no individual shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matter, or thing concerning which he is compelled, after having claimed his privilege against self-incrimination, to testify or produce evidence, except that such individual so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying.

RULES AND REGULATION

SEC. 12. The Commission shall have authority from time to time to make, amend, and rescind such regulations as may be necessary to carry out the provisions of this Act. Such regulations shall be effective sixty days after transmission to the Congress unless the Congress has in the interim amended or nullified such regulations by appropriate legislation or has adjourned within ten days after the submission of such regulations. Such regulations shall set forth the procedure for service and amendment of complaints, for intervention in proceedings before the Commission, for rules of evidence to be applied by the Commission, for the taking of testimony and its reduction to writing, for the modification of the findings or orders prior to the filing of records in court, for the service and return of process and fees of witnesses, and with respect to the seal of the Commission, which shall be judicially noticed, the payment of expenses of members and employees of the Commission, the qualification and disqualification of members and employees and any other matters appropriate in the execution of the provisions of this Act.

GOVERNMENT CONTRACTS

SEC. 13. (a) All contracting agencies of the Government of the United States shall include in all contracts hereafter negotiated or renegotiated by them a provision obligating the contractor not to discriminate against any employee or applicant for employment because of race, creed, color, national origin, or ancestry, and requiring him to include a similar provision in all subcontracts.

(b) Unless the Commission shall otherwise determine and state in its order, no contract shall be awarded by the United States or any agency thereof to any person found by the Commission to have violated any of the provisions of this Act or to any firm, corporation, partnership, or association in which such person has a controlling interest, until three years have elapsed from the date when the Commission determines such violation to have occurred. The Comptroller General is authorized and directed to distribute a list to all agencies of the United States containing the names of such persons.

OFFENSES AND PENALTIES

SEC. 14. Any person who shall willfully resist, prevent, impede, or interfere with any member of the Commission or any of its referees, agents, or agencies, in the performance of duties pursuant to this Act, shall be punished by a fine of not more than $5,000 or by imprisonment for not more than one year, or both.

SEPARABILITY CLAUSE

SEC. 15. If any provision of this Act or the application of such provision to any person or circumstance shall be held invalid, the remainder of such Act or the application of such provision to persons or circumstances other than those to which it is held invalid shall not be affected thereby.

DEFINITIONS

SEC. 16. (1) The term "person" includes one or more individuals, partnerships, associations, corporations, legal representatives, trustees, trustees in bankruptcy, or receivers.

(2) The term "employer" includes any person acting in the interest of any employer, directly or indirectly.

(3) The term "labor union" includes any organization in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning the terms or conditions of employment.

(4) Unless otherwise specified, the term "Commission" means the Fair Employment Practice Commission created by section 5 of this Act.

(5) The term "Committee" means the Committee on Fair Employment Practice established by Executive Order Numbered 9346 of May 27, 1943.

(6) The term "commerce" means trade, traffic, commerce, transportation, or communication among the several States, or between the District of Columbia or any Territory of the United States and any State or other Territory or between any foreign country and any State, Territory, or the District of Columbia, or within the District of Columbia or any Territory, or between points in the same State but through any other State or Territory or the District of Columbia or any foreign country.

SEC. 17. This Act may be cited as the "Fair Employment Practices Act."

78TH CONGRESS
2D SESSION

H. R. 3986

A BILL

To prohibit discrimination in employment because of race, creed, color, national origin, or ancestry.

By Mr. SCANLON

JANUARY 17, 1944
Referred to the Committee on Labor

FEPC

House voted $500,000 by a majority of four votes. Appropriation now before sub-committee of the Senate Appropriations Committee. Members of this Committee are: Sens. Glass (D. Va.), McKellar (D. Tenn.), Thomas (D. Okla.), Tydings (D.Md.), McCarran (D, Nev.), Overton (D. La.) Bankhead (D. Ala.), O'Mahoney (D. Wyo.), Nye (R. N. D.), Bridges (R. N. H.), Holman (R. Ore.), Gurney (R. S. D.) and Brooks (R. Ill.)

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Progressive

Robert M. LaFollette, Jr., Wisconsin

Vol. 1, No. 2
July 1, 1944

1410 H Street, N.W.
Washington 5, D. C.

YOU HAVE HELPED WIN ONE BATTLE!!

The F. E. P. C. appropriation was passed Tuesday, June 20, 1944.
Vote: 38 to 21

- - - - - - - - - - - - - - - -

YOUR NATIONAL COUNCIL FOR A PERMANENT FEPC REPORTS ON THE HEARINGS:

1. Hearings on the Dawson-Scanlon-LaFollette Bill for a Permanent Fair Employment Practice Committee closed Friday, June 16th. They will be continued when Congress reconvenes in the fall.

2. The following individuals and organizations presented briefs or appeared in person, or both:

June 1 - Congressmen Scanlon and Dawson.
W. A. Hughes, Director of Industrial Personnel Division, Army Service Forces.

June 2 - James Carey, National Secretary, CIO.
Dr. Ernesto Galarza, Chief of Labor Section, Pan-American Union.

June 6 - David M. Grant, Interracial Commission of St. Louis.
Mrs. Beulah T. Whitby, National President, Alpha Kappa Alpha Sorority; Assistant Director, Detroit Interracial Commission; member faculty of Wayne University.

June 7 - Dr. Samuel McCrea Cavert, General Secretary, Federal Council of the Churches of Christ in America.
Daniel Ring, spokesman for Admiral Emory S. Land, Chairman, U. S. Maritime Commission and Administrator, War Shipping Administration.

June 8 - Mrs. Arthur J. Goldberg, Legislative Representative, National Women's Trade Union League of America.
Henry D. Mitchell, Chairman, Civil Service Commission.

June 9 - Malcolm Ross, Chairman, President's Committee on Fair Employment Practice.

June 13 - Rabbi Stephen S. Wise, American Jewish Congress.
Walter White, National Association for the Advancement of Colored People.

June 14 - Father John LaFarge, Editor "America".
Clarence E. Pickett, Executive Secretary, American Friends Service Committee.
Congressman LaFollette.

June 15 - E. Vincent Suitt, Industrial Relations Secretary, Kansas City Urban League; Greater Kansas City Area Council for a Permanent FEPC.
Mrs. Frances F. Hayden, Employees Relations Secretary, Paseo Branch Y. W. C. A., Greater Kansas City Area Council for a Permanent FEPC.

June 15 - Reginald A. Johnson, Field Secretary, The National Urban
(con.) League.
Dr. Emily Hickman, Professor of History, New Jersey State
College, representing the National Board of the Y. W. C. A.

June 16 - Malcolm Ross.

3. Mrs. Mary T. Norton stated that she had received on an average of twenty requests a day for the opportunity to testify at the hearings. Most of these requests were from individuals or organizations favoring the Dawson-Scanlon-LaFollette Bill.

4. Highlights of the testimony and a summary of the hearings will be sent you as soon as possible.

5. Press releases on the hearings went to the press of the nation from this office every day.

6. Support has come from all over the nation and delegations were present at the hearings from Detroit, St. Louis, Kansas City, and New York.

* * * * * *

We are proud of this beginning-- BUT --

THE STRUGGLE HAS JUST BEGUN.

WE NEED --

1. We hope to have the Dawson-Scanlon-LaFollette Bill brought up on the floor of the House of Representatives early in October. In order to accomplish this, we need intensified pressure on the members of the House Labor Committee to vote out the bill favorably without delay. It also means pressure on the Rules Committee of the House. This Committee determines when a bill may be presented on the floor. The Rules Committee will not allow our bill to reach the floor unless individuals and organizations send statements and resolutions urging them to do so at the earliest possible moment. Continue to write and talk with your Representatives, urging them to support the Dawson-Scanlon-LaFollette Bill. The identical bill was introduced June 23, 1944, by Democratic Senators Murray (Mont.); Wagner (N.Y.); Downey (Calif.); Republicans Langer (N.Dak.) and Capper (Kan.). Contact your Senators through individuals and organizations, urging them to support the LaFollette-Chavez bill (S.2048).

2. Your continued discussion of the significance of the Dawson-Scanlon-LaFollette Bill at every meeting in your community. Do report on the hearings at such meetings.

3. MONEY--DESPERATELY. Our experience in the hearings and in the Congress of the United States has shown us how much lack of information about discrimination still remains in the minds of many congressmen and citizens generally. We must reach these people quickly with the hearings material, with general information, and with requests for the various kinds of help we are going to need to make this bill law. Will your community accept a large quota and raise it during July and August? We must have a backlog of at least $100,000 if we are to be successful. Please let us hear from you at your earliest convenience.

REPORT

OF THE

NATIONAL COUNCIL FOR A PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE

"THE RIGHT TO WORK....
IS THE RIGHT TO LIVE...."

For additional copies write to:

National Council for a Permanent FEPC
1410 H Street, N. W.
Washington 5, D. C.

June 30, 1944.

"THE RIGHT TO WORK IS....THE RIGHT TO LIVE...."

Of all the appropriations in the federal war budget before Congress this spring, the smallest item created the greatest furore--$500,000 requested to continue for one more year the emergency-created Committee on Fair Employment Practices.

The winning of the fight for this appropriation--despite a bitter, misleading campaign by a minority to whom the maintenance of "white supremacy" was more important than winning the war--was a signal victory which helped turn the tide in favor of a Permanent FEPC.

From the beginning, the National Council for a Permanent FEPC knew that to win broad support for a permanent FEPC, with adequate funds and authority, required the achievement of majority acceptance of the principle of federal action to prevent discrimination in employment. Thus all our forces were thrown into the fight when this principle faced its first and crucial test in the House and Senate vote on the appropriation in June. For it was then that the present FEPC came up for congressional approval for the first time in its three years of operation.

And it was then that the southern advocates of "white supremacy" and their northern collaborationists in Congress saw their first opportunity --and they grabbed at it--to abolish FEPC. That many of them considered it more important to kill FEPC than to defeat Hitler and Tojo was demonstrated in the vote on the omnibus War Agencies Bill in the House of Representatives. FEPC was included, with 17 other emergency agencies of the federal government, in a single War Agencies Bill. The amount requested for all totaled $1,030,937,242. Although each agency was discussed and acted upon separately, final clearance required a vote on the War Agencies Bill as a whole. Enraged at the defeat of their amendment to strike FEPC out of the bill, 52 southerners recorded themselves as voting against passage of the War Agencies Bill. Southerners who had never before voted against an important war measure voted to kill the War Production Board, the War Labor Board, the Office of War Information, the War Shipping Administration, the Smaller War Plants Corporation, the Selective Service System, and the rest--only because FEPC had been included, even though by majority vote of Congress.

But FEPC cleared the House by a margin of only four votes. The people had not made their desires sufficiently known. Much remained to be done to ensure passage in the Senate by a vote substantial enough to indicate unquestionably broad and non-partisan support of FEPC. And when, scarcely three weeks later, the FEPC appropriation reached the floor of the Senate, it was approved by a vote of 38 to 21. The job had been done. A substantial majority in the Senate had become convinced that the people wanted FEPC continued (in spite of the fact that the southern opposition reached new lows in deceit and viciousness during a three-day Senate filibuster).

Meanwhile, the eyes of the nation--and of Congress--were on the House Labor Committee where, during those same crucial three weeks, hearings were being held on the Scanlon-Dawson-LaFollette Bill for a Permanent FEPC. Here was the sounding-board of public opinion, and here spokesmen of civic, religious, and labor organizations, comprising millions of voters, were telling the House Committee what kind of FEPC they wanted. Unanimously they urged that they wanted more than continuation of the present FEPC. They wanted a new kind of FEPC. One with funds enough and power enough to do the job. They wanted an FEPC with "teeth".

It was almost inevitable, therefore, that, sensing the temper of America, in its convention a week later the Republican Party inserted in its platform a plank calling for the establishment of a Permanent FEPC. And it follows that the Democratic Party, under whose administration the FEPC was originated, will naturally include such a plank in its platform at its convention.

The mere establishment of the principle is only an opening wedge in the campaign for a Permanent FEP C with "teeth". We have only established the beachhead.........

WHAT THE HOUSE HEARINGS REVEALED

A saga of frustration and insecurity haunting millions of minority-group Americans was dramatically unfolded in the House Labor Committee hearings--June 1 through June 16--on the Permanent FEPC Bill.

FEPC Chairman Malcolm Ross, however, warned the House Labor Committee that the Negro is not yet secure in his new gains. "The Negro," he said, "has made practically no advance in any industry which is basic to the peace-time economy. The real problem is to see that the Negro finds employment in the new peace-time industries."

For Negroes particularly the FEPC has become a vital symbol of democracy in action. Striking evidence of the gains made in Negro employment was contained in a War Manpower Commission report that there were 7.2% non-whites employed in war industry in January 1944 in contrast to only 3% in 1941. FEPC helped make this possible.

Even now, though, as all proponents of the bill pointed out--despite the manpower shortage and the efforts of FEPC--discrimination persists because FEPC does not have enough funds to more than scratch the surface, and because FEPC does not have the power to enforce its orders.

Discriminatory Cutbacks Begin

Already the cutbacks have begun and the handwriting on the wall has become a living reality for Negro workers. As in the past, they were the last hired. And now again they find themselves the first to go.

Several examples which illustrate the trend were related by a

Detroit witness, Mrs. Beulah T. Whitby, Assistant Director of the City of Detroit Interracial Commission. We have lifted only one example from her testimony, but it is typical: "L. A. Young operates three plants. Plant #1 had been manned entirely by colored workers. When they were ready to lay off by seniority they transferred white workers with longer seniority to Plant #1 and then began the layoff. By the use of this process all of the layoffs were of Negro workers."

Discrimination Prevents Advancement

But it is not only in the matter of hiring and firing that discrimination exists. Data were submitted to show that Negroes and other minorities--the Mexican-Americans particularly--are often denied training and upgrading opportunities, and equal pay for equal work. Striking examples of such discrimination were included in the testimony of Ernesto Galarza, Chief of the Labor Division of the Pan-American Union. Mexicans, as well as Negroes, are restricted to the most menial jobs. "It is not an uncommon experience for Mexican workers," Mr. Galarza told the Labor Committee, "to see younger and less experienced men move into the better jobs in spite of the principle of seniority. I have noted cases of Mexicans in oil refineries who receive ten cents an hour less than Anglo-Americans doing the same kind of work."

International Implications of Discrimination

Mr. Galarza also urged consideration of the international implications of discrimination within this country. The status of people of Mexican origin in this country, he declared, "is the most sensitive test of good neighborly relations between the two countries." Strong evidence of Mexico's awareness of the situation, and its deep concern, was the recent establishment by the Mexican Chamber of Deputies of a special committee to investigate discrimination against Mexicans in the United States. South and Central American countries, Mr. Galarza added, are equally sensitive to the discrimination suffered by the 2,500,000 U. S. citizens of Latin-American descent, "which Axis agents are constantly stressing.....as a means of stirring up ill feeling on the part of the peoples of Latin-America towards the United States."

The danger of international repercussions was also analyzed by other proponents of the bill, among them Clarence E. Pickett, Executive Secretary of the American Friends Service Committee. Study of Axis propaganda showed, Mr. Pickett reported, that "over and over again, and in hundreds of ways, the Japanese propagandists have said that there is no basis for hope for colored peoples as far as the United States is concerned; that they can expect no justice from us." They have gone so far, Mr. Pickett added, as to declare that minority Americans who are serving on the battlefields today may, when they come back, have to fight within this country for the rights they fought to establish throughout the world.

The Chinese, too, are sensitive to the discrimination in this country, Mr. Pickett said. Quakers who have been doing relief work in China report that "the treatment of people of color, not just Negroes but Orientals as well, in this country is a matter of profound concern to the Chinese."

Social and Economic Effects of Discrimination

How propagandists may disrupt unity within our own borders was vividly described by another proponent, the Rev. John LaFarge, S. J., prominent Catholic clergyman who has for many years directed work in the field of pastoral ministration and educational work among colored peoples in this country.

"If such legislation is not provided," Father LaFarge declared, ".....the door will be laid wide open for the worst type of revolutionary agitation......The social stability of the nation is, in the last analysis, the social stability of its individual families.....These employment discriminations on racial or religious grounds poison family life in its very foundations.....The unfair practices which this bill attacks are abuses which are laid squarely upon the threshold of the clergyman who attempts to grapple with the vast mass of disorder, crime, religious, and literary illiteracy and inward spirit of discontent and revolt which are the grim fruit of the seamy, undemocratic side of our democracy, the effects of racial and religious prejudice."

Other advocates of the bill who stressed the humanitarian, as well as the social and economic advantages of its enactment, included Dr. Samuel McCrea Cavert, representing the Federal Council of the Churches of Christ in America; Dr. Emily Hickman, representing the National Board of the Y. W. C. A.; and Rabbi Stephen S. Wise, spokesman for the American Jewish Congress.

Unions and Discrimination

That discrimination against minority groups is not confined to management was brought out in the testimony of several witnesses who appeared in support of the bill. Walter White, President of the National Association for the Advancement of Colored People, and Reginald A. Johnson, spokesman for the National Urban League, both stressed the necessity of governmental action to protect the rights of Negro workers who are today denied full membership rights and privileges in some 20 AFL and independent unions. Mr. White, who had just returned from a tour of the war fronts, reported: "Wherever I went the question most frequently asked by Negro soldiers--some of them now storming the beachheads of France as this Committee sits--is whether or not Negroes on returning home will continue to be confined to bootblack jobs."

Another witness, E. Vincent Suitt, spokesman for the Greater Kansas City Area Council for a Permanent FEPC, declared, "No longer than a week ago an owner of several plants and an employee relations secretary of another plant stated that they approved of the policies this bill embraces because of the protection plant management was given in resisting discriminations by some unions."

James Carey, National Secretary-Treasurer of the CIO, predicted that the proposed bill would "insure in the post-war period of job transfers that minority workers get the same treatment as any other workers; that a man's seniority and ability are the yardstick of whether he holds a job or gets another." The experience of the CIO, Mr. Carey asserted, "has proved that the democratic process at work in the labor movement makes no distinction of race, religion, color, or nationality.....The enlightened labor movement considers this a workers' problem, instead of a minority problem."

Another large labor organization, and one which has done much to break down discrimination against women in industry--the National Women's Trade Union League of America--urged favorable consideration of the bill in testimony presented by its legislative representative, Mrs. Arthur J. Goldberg.

Community Approach to Discrimination

Community concern with the effects of job discrimination was expressed by members of mayors' interracial commissions of two of the largest industrial centers of the nation, who urged the establishment of the Permanent FEPC as "a bulwark against possible race riots in the post-war conversion period." Mrs. Beulah Whitby, of Detroit, also represented the Alpha Kappa Alpha Sorority, of which she is National President. David M. Grant, who described the situation in St. Louis, is a member of the mayor's interracial commission there, and also represented the St. Louis March on Washington Movement.

The community point of view was also presented in a joint statement by E. Vincent Suitt and Mrs. Frances E. Haydon, of Kansas City, who were accompanied to Washington by Roy Kilbert, of the UAW, and a Kansas City delegation representing many civic organizations.

Government Experience with Discrimination

In order to benefit by the experiences of other government agencies, the House Labor Committee invited several to appear. The War Department, the Civil Service Commission, the U. S. Maritime Commission and the War Shipping Administration sent spokesmen. All expressed themselves, to quote Secretary of War Stimson, "in accord with the general purpose of prohibiting discriminatory employment practices."

Particularly to the point were the experiences of the U. S. Maritime Commission and the War Shipping Administration, as described in data submitted by Admiral Emory S. Land, head of both agencies. "Upon the promulgation of Executive Order 8802," said Admiral Land's statement, "the Maritime Commission joined with the War and Navy Departments in a letter to the President's Committee on Fair Employment Practice, outlining the specific policy to be followed with reference to the application of the Order to matters coming within the operations of the Maritime Commission." Subsequently, "Shipyard Labor Relations Bulletins" were issued "which notified all of our shipyards of the terms of the Executive Order and the manner in which they were expected to comply with its provisions" and which "set forth the procedures which thereafter should be used in processing complaints alleging non-compliance with the President's Executive Order 8802."

Then Admiral Land's statement went on to say, "As a means of making available to critical war industries the utmost utilization of available manpower, Executive Order 8802 has served its purpose. The Maritime Commission experienced, in the early days of the Order, some difficulties with shipyards, particularly in the south, but for the most part, these have disappeared and there is no present record of any violations of its terms."

The Problem is Nationwide

Still another significant fact brought out during the hearings, which has escaped notice because most of the bitterness against FEPC has been voiced by southern congressmen, is the fact that only ten per cent of the cases completed by the present FEPC originated in the eight states of the Deep South.

This fact has special meaning for the big industrial areas of the North, East, West, and Midwest. It is in these areas that great migrations of workers have changed the pattern of living. Gunnar Myrdal has pointed out recently in his challenging book, "An American Dilemma", what happened after the last war. ".....the homecoming Negro soldier," he said, "met the suspicion and fears of the southern whites. In the North, their new footholds in industry were contested by anxious white job seekers in the post-war depression. A wave of lynchings swept the South and even more bloody race riots swept the North."

Each of the House sponsors of the bill--Congressmen Thomas E. Scanlon (D. Pa.), William L. Dawson (D. Ill), and Charles M. LaFollette (R. Ind.) --appeared before the Committee. The Chairman of the Committee, Mrs. Mary T. Norton, of New Jersey, has a long history of leadership in the enactment of labor and social legislation.

Not all of the proponents and none of the opponents had the opportunity to appear before the Committee was compelled to suspend hearings for the congressional recess.

The Opposition

Spearhead of the opposition within the Committee was Representative O. C. Fisher, of Texas, who, in the question period which followed the presentation of each witness, strove consistently to establish: first, that the proposed legislation was unconstitutional and represented a violation of the freedom of the employer to hire those whom he chose to hire; second, that Negroes were inferior to white people; third, that the aim of the bill's sponsors was to abolish segregation and to abrogate State segregation laws.

In a statement issued following the close of the hearings A. Philip Randolph and Allan Knight Chalmers, co-chairmen of the National Council for a Permanent FEPC, declared, "Before the hearings are finally concluded and all the testimony is in, we expect that Mr. Fisher will be convinced--if he is open to conviction--that the sole purpose of our bill is to insure equal job opportunities to all; that experience has demonstrated that a person's ability and physical wellbeing are determined not by the color of his skin nor by the God he worships nor by the geographical origin of his ancestors, but by the training and opportunities he obtains and by the wage he earns; and that the right to work is as constitutional a right as any other right of civilized human beings."

At the same time Mrs. Norton announced that hearings will be resumed when Congress reconvenes in August, and that she hopes to make time available to the scores of interested organizations and individuals who have requested an opportunity to appear in support of the bill. Opponents, too, will be given full opportunity to be heard before the hearings are closed.

SENATE ACTION ON THE PERMANENT BILL

On June 23rd, the last day of Congress, a companion bill was introduced in the Senate by Senator Dennis Chavez (D. New Mex.) on behalf of himself and Senators Sheridan Downey (D. Cal.), James E. Murray (D. Mont.), Robert F. Wagner (D. N. Y.), William Langer (R. N. Dak.) and Arthur Capper (R. Kans.)

The bill was referred to the Senate Committee on Education and Labor, chaired by Senator Elbert D. Thomas of Utah. Senator Thomas appointed Senator Chavez chairman of a sub-committee to hold hearings on the bill and Senator Chavez has indicated that he hopes to hold hearings in August.

A "THANK YOU" TO OUR MEMBERS AND FRIENDS
....AND A REMINDER......

The "Thank You" space does not permit us, unfortunately, to list the names of the individuals and organizations who have contributed their energy so vitally and generously to the fight for the FEPC appropriation and for the Permanent Bill, both in Washington and throughout the country. The foregoing resume of those who came to Washington to testify before the House Labor Committee represents only a partial list of the many civic, church, and labor groups who have collaborated closely with the National Council for a Permanent FEPC and helped in the winning of a signal victory.

The Reminder: To date, we have won the appropriation and FEPC has another year of life. To date, we have only established the principle of a permanent FEPC. We do not yet have a permanent FEPC. We want a permanent FEPC with "teeth". That means we now enter the most significant and important phase of our campaign. That means that all of us must use all means available to us to convey to our Representatives and Senators that the overwhelming majority of the people of this country want them to enact into legislation--as soon as Congress reconvenes--the Permanent FEPC Bill now in the House and Senate Labor Committees.

* * * *

NC-FEPC

Fair Employment Practice Committee

Speeches of

Hon. William L. Dawson

of Illinois

in the

House of Representatives

May 26 and June 15, 1944

Not printed at Government expense

United States Government Printing Office, Washington : 1944

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SPEECHES
OF
HON. WILLIAM L. DAWSON

May 26, 1944

Mr. DAWSON. Mr. Chairman, I, too, am an American and in making my claim to that I apologize to no man. By every rule that you may measure men, apply it to me and see if I measure up to the test. This mark on my brow coming down here is the burn of mustard gas in the last war. This left arm of mine is a slip joint today, from raiding German trenches in the last war. I volunteered then because I was an American. So when we stand here today and talk about our country, I can speak for more than a million Negro Americans fighting today with our armed forces and more than 13,000,000 here at home—all Americans. They, too, have a part in this country. The F. E. P. C. was created as a war measure. Ten or more years of depression had caused the majority of 13,000,000 of our citizens to be on relief and to walk the streets jobless. They were unemployed, broke, and disheartened. Many of them were men with high skills and qualifications. Then the war emergency came and men and women of the other races went back to work. Still this large well of unemployment among Negroes remained because of bias and discrimination. They were called to the colors but they were not called back to work. They called upon the Government and upon every agency known to give them some relief from the system of unemployment. Then this Fair Employment Practice Committee was appointed. Without power of subpena, without power to compel any man to obey its orders, armed only with the power of persuasion and the belief that, in the final analysis, the majority of the people of this country believe in the ideals of fair play and real Americanism, it undertook the task of integrating Negro manpower into war production. This committee has no power to compel anyone to do anything. So when I hear some Members stand here and refer to it as a dictatorial committee, bent on making people do something that they do not wish to do, I know they are not stating the facts to you. They are merely making statements in order to carry out their own purposes.

Mr. Chairman, I say to you that this Fair Employment Practice Committee has had thousands of cases before it. They have gone into management, they have gone to the unions, they have talked—not the dictatorial talk of force—but they have talked Americanism. They have called upon the employers to give these people work; to employ them because they are Americans. There was no question where Negroes stood in the war effort. You have but to look at them to know that they are loyal. You have but to look at them to know that they were born in this country and would stand by our flag. This Fair Employment Practice Committee went to work and, as I say, they have settled thousands of cases successfully. Their work should be continued and this amendment should be defeated.

June 15, 1944

Mr. DAWSON. Mr. Speaker, under leave to extend my remarks in the RECORD, I include the following statement made by me before the House Committee on Labor:

Mr. DAWSON. Madam Chairman and members of the committee, for one to understand clearly the necessity for such a bill I do think we should have something of the background that caused the appointment of the present Fair Employment Practice Committee. Prior to the war, when business was just beginning to speed up, and when the manpower shortage was first felt and labor became scarce in various industries, efforts were made by advertisements in the papers and by radio and public rallies to cure this situation. But Negroes were not called to work. They went to factories advertising for help and were turned down because they were Negroes.

After Pearl Harbor the situation became even graver. War production went into high gear. Labor was at a scarcity. Women were being called for jobs that women had never done before, even children of school age were urged to work part time because of this manpower shortage. And yet Negroes who were laborers, Negroes with skill, were turned down—because they were Negroes.

The labor situation got so acute that the war industries and the war movement were being retarded. The President, in his judgment, in order to meet a war situation, in order to cure or seek to cure a glaring wrong, appointed this Committee. Mr. Scanlon has told you that the Committee had no power of subpena; they had no power to compel witnesses to come before them; they had no power to enforce their directives by any action against employers, against unions, or others. Their only powers were those of persuasion. If you could understand and have knowledge of the great work that has been done by this Committee, armed only with the power of persuasion; if you could appreciate how they have gone to the management of various industries and laid the situation before them—the necessities of the country, the fairness and squareness of giving employment to all Americans—if you could see the results that they have gotten in thousands of cases, causing many thousands of men and women to be called into war plants, you would appreciate the great work that has been done in the war effort by this Committee.

But that has not been all—the speeding up of the war work by the committee. I wish I could convey to you something of the psychological attitude of millions of people, citizens of a country, who were denied the right to work simply because of the color of their skin; how they felt in the land of the free; what their attitude would be toward the Government of the country in which they were born, when they saw their boys were being called to the colors, and yet, the mothers and fathers and brothers and sisters of those same boys were denied the right to work, at a time when every industry was advertising for men and women. In some instances industries went so far as to pay bonuses to employees who induced other people to come to work and stay as long as 30 days on the job. A bonus was given to that employee who obtained a new employee, so grave was the situation.

There was great bitterness in this country among 13,000,000 Negro people. We might as well face this situation. Thirteen million people compose one-tenth of the population of this great Nation of ours. What shall be the attitude of America toward those 13,000,000? Are you going to deny to them the opportunities that you proclaim to the world should be given to all men? No. There is not a fair-minded man or woman in this Nation who would not say that such a condition should not obtain. But we do need a lot of education in this country to bring sane, sensible people around to the knowledge that, after all, this question of race is not a thing to be afraid of. This question of difference of color is not a thing to be afraid of. If our Christianity be right; if we believe in the fatherhood of God and the brotherhood of man; if our democracy means what it claims, the embracing of all human beings within its scope; then, for the sake of the Christianity that we claim, we have got to look the matter fairly and squarely in the face and do all we can to alleviate the unjust conditions and unfair problems of any people, regardless of race or origin or creed or religion. Sooner or later, here in this country, we have got to face the question and settle it right for all times in the minds of the people. And there is no better way to begin to face that problem than to assure to every people that they will have the opportunity to work, along with all other peoples in this Nation of ours. The right to work is synonymous with the right to live. Take from me my opportunity to work; deny to me the opportunity to work because of my color, and you deny to me the opportunity to raise a family, you deny to me the opportunity to educate my children, and you deny to me the opportunity to build a home and to acquire those things which, according to all human standards, should be the minimum which any individual should have.

Certainly, in a land as rich and powerful as ours, there is plenty for everyone. The F. E. P. C. is a step to assure to the American public the consummation of a right, not the infliction of a wrong. There is no wrong to be done to any human being within this country by assuring to any other human being the right to work if he or she has the skill and ability. That is not taking anything from any other man—to give to me the thing that I am entitled to as a man—and certainly within the confines of this great Nation of ours, there is enough for everybody, of work, of money, and of opportunity, if we will but lay the foundation for it.

And the F. E. P. C. is seeking to lay the foundation for something that is of vital importance to the ideals of this Nation. You say, "What do we care about it?" I will tell you. If our Nation is to assume its rightful place among the nations of the world as the champion of democracy, if we are to gain their confidence and obtain trade to keep our industries going, we have got to care.

Just the other day I talked to natives from Puerto Rico. One walked into my office. He was surprised to see a Negro sitting in the Congress of the United States, because he had been in a certain section of our country where Negroes are not even permitted the ordinary opportunities that would come to the poorest of human beings in some other countries. He could not understand why white people and colored people could not work together, and live together, and build a great nation together without all this friction and racial bickering among one another. Certainly he could not understand how we could claim that we had a democracy. He said, "You do not have a democracy. You may have a republican form of government, but that is not a democracy. You do not have as much democracy here as we have in our own country."

Then take the countries of South America. If we are going to maintain our friendly relations with them; if we are going to maintain our neighborly policies with them, how can we do that and continue within our own country some of the habits and customs that we have been indulging in in the past? We will be but the laughing stock of the members of those nations when after the war they come to this Nation in ever-increasing numbers and find that even the fundamental human right of the opportunity to work and earn a livelihood is denied to American citizens because of race or national origin. It will destroy the faith and confidence of other nations in the sincerity of the American people. Loss of faith and confidence in us is bound to retard our trade with those nations and thus destroy markets for our industries.

So when we come before you with this bill for a permanent F. E. P. C., we are asking for permission to do a job for national unity. We are asking for a committee to be charged with the responsibility of seeing that every American, regardless of race, creed or color, gets an opportunity to work regardless of what his nationality, origin, race, creed or color may be. That is no more than what our Constitution guarantees us.

If the Constitution guarantees us that in words, and we say in practice we are not getting that result, is it not then the fit and proper thing for the law-making body to do the thing which it thinks and believes will help make that Constitution a living reality?

It is all right to speak of the Constitution as a great document, but a document not based upon human service cannot survive. It will be a short-lived document and not the document that the forefathers intended the Constitution to be, and time has proven that it can be what our forefathers wished it to be, if we but do the thing as lawmakers to shut up the gap, to pass those laws which will put in operation movements that will support the underlying principle of the Constitution.

I have listened to arguments against this committee, most of which were very unreasonable. For instance, some say it is dictatorial. How can any committee be dictatorial that does not have the power of punishment or arbitrary enforcement? How can any committee be dictatorial when the members of that committee must depend upon persuasion in order to achieve objectives?

I have heard others say that the working activities of the President's Fair Employment Practice Committee breed disunity within the Nation. Those who make that claim are the authors of or adherents to the philosophies which make the existence of a Fair Employment Practice Committee a necessity. Men and women who are denied the right to work within the country and who see their sons called to die for the country may have a just cause to be disgruntled, and when the class of those who are so rightfully disgruntled reaches the size of one-tenth of the population of the Nation, then you do have a situation which is bound to engender low morale, which makes for national disunity in time of war. But those who would deny to other citizens the right to work when their Nation is at war, and when manpower is short, and when the very war effort itself is being hindered by lack of workers, and who would resist the efforts of the Government to use every bit of available manpower among its citizens, regardless of race, color, or national origin, are the breeders of national disunity.

I have also heard some say that the majority of those who worked for the F. E. P. C. were Negroes. Yes; the Negroes of America are the largest minority group. They constitute the biggest problem of unemployment, and we must face that. Then, if you are going to endeavor to obtain someone to go out and do this job, what better person could you find than a member of that very group itself? If a Negro can by the powers of persuasion get other Americans to conform to the directives of the F. E. P. C., is there anything dictatorial about it, or is there anything unfair about it?

I am sure that there can never be any fear of anyone armed only with the power of persuasion and who is better fitted to speak for any people than a member of those people? Nobody knows except a Negro what it means to be segregated and discriminated against because of race; what it means to be turned down on a job when you have seen their advertisements for men and women, and then you walk up and ask for a job, and you know how much depends upon a job—you have a family—and then they turn you down because of color.

So, take this problem from any angle you wish and it appears to be a necessary thing, both in wartime, as a member of the War Department said, and also in time of peace, in order to assure fair play to other nations, in order to guarantee to other nations that the "four freedoms" for which we fight will not be empty words, but something that we will live up to. It will be an empty promise to them as long as we deny to those within the confines of our own country the "four freedoms" that we are claiming to be fighting for for other countries.

Therefore, it seems to me that, any way we look at it, this F. E. P. C., both in time of war and in time of peace, is a matter that the Congress of the United States ought to do something about.

The President has set the pace. The results that have been obtained by this present committee, if looked at fairly and seen without bias, will be regarded as one of the greatest war efforts put forth by any committee during this entire emergency.

Mrs. Chairman and members of the committee, I do hope that this matter will be reported favorably to the House.

The CHAIRMAN. Thank you, Mr. DAWSON. You have made a very fine and clear presentation of your case, and I take it from what you said your interest lies particularly in economic equality; is that right?

Mr. DAWSON. That is right.

Mr. KLEIN. I would like to add this one comment. I agree with the chairman, and we all commend you, Mr. DAWSON, on the fine statement you have made. I agree that the Negroes are today the outstanding victims of economic persecution, but you will admit, I am sure, there are other minorities as well who are also subjected to the same sort of thing.

Mr. DAWSON. I do, sir, but I feel that when the day comes that we are broad enough to encompass the Negro within the confines of the Constitution all other minority problems will be solved.

Mr. KLEIN. I agree with you wholeheartedly. I simply wanted to point out that all other minorities would probably gain from an act such as this. Democracy is just a hollow word if we are going to enforce discrimination such as we have been doing in all parts of the country.

The CHAIRMAN. Again, I want to thank you, Mr. DAWSON, for that very clear and fine statement that you have presented to the committee. I think that you have stated your case remarkably well, and we are very grateful to you for it.

Mr. DAWSON. Thank you.

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The F. E. P. C.

Speech of

Hon. John E. Rankin

of Mississippi

in the

House of Representatives

Friday, May 26, 1944

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SPEECH
OF
HON. JOHN E. RANKIN

Friday, May 26, 1944

The House in Committee of the Whole House on the state of the Union had under consideration the bill (H. R. 4879) making appropriations for war agencies for the fiscal year ending June 30, 1945, and for other purposes.

Mr. RANKIN. Mr. Chairman, this is one of the most serious questions that ever confronted Congress. It is one that goes to the very roots of our form of government, our way of life.

This so-called Fair Employment Practice Committee, with headquarters at 1006 U Street, which is in the Negro section of Washington, and which was set up without authority of law, is one of the most dangerous communistic agencies ever created to annoy and harass the white people of this country. It has assumed the powers of a dictatorship by attempting to compel the white people of this Nation to employ people of other races, and to promote them to positions of trust and responsibility, whether they are wanted or not.

It has attempted to force the railroads of the country to place Negroes in positions of conductors and engineers. It is attempting to force business establishments to employ Negro clerks, and even managers, and place them beside, and even over, the white men and white women they have always employed.

This is revolution, if you please, and dictatorship of the most dangerous and revolting character, and you have no right to vote money out of the Federal Treasury to support it. If you do, then do not ever let me hear you again complain about bureacracy or the radicalism of the New Deal.

You heard that article read from the Dallas News. They had this advertisement in the paper:

> Wanted: Colored man to work at night as a paper handler; an essential industry.

This so-called Fair Employment Practice Committee, with all the arrogance of a Hitler, told that paper it could not publish such an advertisement.

You cannot advertise for a Negro, a Chinaman, a white man, or a native American, according to the F. E. P. C., This will prove to be the worst thing that has ever happened to the Negroes of this country. It will cause more of them to walk the streets, or tramp the highways, for want of employment than anything else has ever done. You are not helping them by voting for this appropriation, but you are helping communism to destroy the Government that you swore to uphold.

If you place an advertisement in the paper that you want a Chinaman to do your laundry, that you want a Negro as a truckman, a tenant, or a workman about the house, or that you want a Japanese or a Mexican, or that you want a native-born American, or that you want a white man, you will be subject to prosecution under this edict of this dictatorial committee, called the F. E. P. C.

Mr. KEEFE. Will the gentleman yield?

Mr. RANKIN. I yield.

Mr. KEEFE. I am wondering if this edict is only applicable to the Dallas News, because I just finished reading the want ads in the local papers and I find hundreds of them advertising for colored help.

Mr. RANKIN. Oh! This is the beginning of a communistic dictatorship, the like of which America never dreamed. They want to dictate to you who shall work in your factory, who shall work on your farm, who shall work in your office, who shall go to your schools, and who shall eat at your table, or intermarry with your children.

It is sponsored by the C. I. O. Political Action Committee, headed by Sidney Hillman, a Russian-born racketeer whom the anticommunist American of his own race literally despise, and who is raising money by the shake-down method with which he is now trying to control our elections. He wants to be the Hitler of America.

This is the same element that wrecked practically every country in Europe. Now it is out to wreck or control the United States. This is the same gang that is promoting strikes in our war industries and slowing down the production of the weapons our soldiers need in fighting for their lives, and for the life of this Nation.

Listen to this article from the Dallas (Tex.) News:

FEDERAL BUREAU ASKS NEWSPAPER ADS OMIT ANY MENTION OF RACE

The Dallas News has been requested by Leonard M. Brin, regional director, President's Committee on Fair Employment Practice, not to ask specifically for Negroes when advertising for employees.

The offending advertisement appearing in the help wanted column under male (miscellaneous), and occupying one-half inch of space, read:

"Wanted: Colored man to work at night as paper handler. Essential industry. See Martin Josch, pressroom, Dallas News, after 7 p. m."

Brin said in part in his letter to the News: "The Committee on Fair Employment Practice, operating under Executive Order No. 9346, a copy of which is attached, considers that such advertising is in violation of the order. It limits applicants to the narrow field described in the advertisement and automatically bars persons of other race or color from applying, even though these latter may also possess skills needed by your establishment.

"You are therefore requested to take immediate steps to remove from this and from any other advertisement for employees any features which are discriminatory as to race, creed, color, or national origin. You are further requested to advise your personnel office or hiring agent that they should disregard such specifications when considering applicants for employment. This includes the United States Employment Service.

"The need for using all available man and woman power during wartime is great, and becoming greater. By planning along practical lines we believe that there should be no difficulty in utilizing workers on the basis of their skills, or adaptability to training, and we believe that you are willing and anxious to assist in the furtherance of this in the interest of the total war effort."

DECLINES TO BE INTERVIEWED

Brin, when called on by a Dallas News reporter in the regional offices of the President's Committee on Fair Employment Practice, 1001 Mercantile Bank Building, said he had received instructions to give no newspaper interviews unless the questions and answers had been approved in Washington. He suggested that any questions in regard to the plans and policies in applying and enforcing the Executive order be submitted in writing, either to him to be forwarded to Washington, or direct to Malcolm Ross, chairman of the President's Committee on Fair Employment Practice.

Brin was told that he undoubtedly could answer the questions the reporter had in mind without referring them to Washington and that he should be better acquainted with the local situation than would be a Washington official. Brin replied that he had definite orders concerning submitting to interviews.

The management of the News said that the want ad followed the News' long-established policy of not running advertising that is discriminatory or misleading.

The News insists that all advertisements, in addition tn being truthful, be specific and fully informative, the management stated. The position of the News is that if a mother wants a white girl to take care of her children that is exactly what she wants, not a Negro, or if she wants a Negro girl, that also is what she wants, and that this rule holds true in all of the categories of things wanted as advertised in the want ad columns.

The News adopted rules several years ago on personal discrimination. All employees handling advertising were told to discourage advertisers from using any wording or phraseology that might be considered discriminatory toward any sect, race, or creed and to refer to the management any such copy which the advertiser might not be willing so to modify. No discrimination beyond that recognized by law and custom is involved in the usual handling of advertisements differentiating between the white and black races.

The rule book of the News says that "all employment ads should clearly indicate the nature of the work and conditions of the applicant." The News holds that not specifying white or colored for jobs that might be patently for whites or for colored constitutes a very serious form of misleading which would result in a lot of lost motion on the part of the public, loss to the individual or firm advertising.

EXECUTIVE ORDER

The News has been criticized at times because a distinction is not drawn in the classification of many want ads between the wants of whites and Negroes. Negroes can advertise in any or all of the various classifications. This is not the case with many papers, the News is informed. There is one classification, "For rent to colored," which has been used for years by whites advertising servant quarters for rent.

The order establishing the President's Committee on Fair Employment Practice is a wartime Executive order of the President, not backed by any legislation. Its purpose ostensibly is to make full use of manpower. Its letters in the forms of requests have gone to firms with war contracts or engaged in other essential businesses.

The Dallas Better Business Bureau Bulletin of last March 27 carried the contents of a letter received by a Dallas firm from Brin concerning advertising that Brin said is discriminatory. The Bulletin article was headed, "Dallas advertisers for essential industry must eliminate color discrimination—says committee."

The laws of Texas as approved by the Supreme Courts of Texas and of the United States permit and require segregation of white and Negro Races as applied to many activities, legal authorities have informed the News.

It is their belief that any Executive order ought to be applied in the light of State segregation laws and embedded social practices.

In addition to these legal requirements of segregation, a practice of segregation exists in the Southern States that is of long standing and is widely approved by Negroes and whites alike as aiding in satisfactory relations between the two races. Because of that practice, which is a part of the social structure, employers want whites for some jobs and Negroes for others. Whites choose to work in some jobs and not in others, and Negroes likewise. An advertisement which ignores that difference is considered confusing and misleading.

The want ad to which the President's Committee on Fair Employment Practice objected was run in The News by The News management a second time on May 10. A Negro man was employed on that day, causing the ad to be discontinued.

Who is this F. E. P. C.? Who compose the personnel of this powerful group of radicals who are attempting to reverse the laws of nature by their edicts, at the risk of stirring up a revolution in this country in these critical times, when our white boys, whose people are being harassed and insulted by this outfit, are fighting and dying on every battlefront in the world?

Who compose the personnel of this group of Negroes, aliens, and crackpots who are fomenting strife, stirring up race trouble, and attempting to wipe out everything for which our brave men are fighting?

Here is the list of its members furnished by its Chairman, Malcolm Ross, only a few days ago:

Malcolm Ross, Chairman, white; Boris Shishkin, member, white; Milton P. Webster, member, colored; Sara Southall, member, white; John Brophy, member, white; Charles Horn, member, white; Charles H. Houston, colored.

The Chairman receives an annual salary of $10,000, and the other members of the committee receive a per diem allowance of $25 per day when working, and according to the chairman the committee meets about once every 2 weeks.

You will note that on this committee there are two Negroes and four white people, one of whom, at least, Charles Horn, has an American name. One of the white men composing this committee is John Brophy. He has a long list of affiliations with Communist-front activities. In August 1938 he wrote an article for a publication called Equal Justice, the official organ of the International Labor Defense, which was cited by Attorney General Biddle as subversive. In 1937 Brophy sent greetings to the National Negro Congress, which organization was also branded by the Attorney General as subversive. He has been affiliated with a large number of other activities that have been branded as subversive by the Dies House Committee on Un-American Activities.

I will not burden the RECORD with the recital of all those activities, but they are available to any Member who is sufficiently interested in the welfare of his country to look them up.

Another member of this Committee, Boris Shishkin, was connected with what was called the Washington Book Shop, located at Seminary Hill, Alexandria, Va., according to the records of the Committee on Un-American Activities. This Washington Book Shop is known to be a Communist-front organization, and was also branded by the Attorney General of the United States as subversive.

Another member of this Committee, Charles H. Houston, colored, has a long record of affiliation with Communist-front movements that have been branded as subversive by the Attorney General of the United States, as well as by the House Committee on Un-American Activities.

Members of one of these subversive organizations picketed the White House in protest against our preparation for war during the time of the Stalin-Hitler pact.

Now, let us take the chief employees, the powers behind the throne—the ones who really run the show. Here they are:

Office of the Chairman

Name	Title	Race	Salary
Ross, Malcolm	Chairman	White	$10,000
Bourne, S. Claire	Associate fair-practice examiner.	Colored	3,200
Wright, Barbara H.	Report reviewer.	White	2,600
Alexander, Dorothy E. (Mrs.).	Secretary	Colored	2,600
Whiting, Margaret B. (Mrs.).	Assistant clerk-stenographer.	Colored	1,620
Sturdivant, Evelyn.	do	White	1,620

You will observe that in the office of the chairman there are three white people, the Chairman, a report reviewer, and an assistant clerk stenographer, and three Negroes. One of the Negroes is the associate fair practice examiner.

They preside over the destiny of every enterprise in America. Their chief function seems to be to harass the white people, and especially the white businessmen of the Nation.

Now, here is the personnel of the Administrative Office:

Name	Title	Race	Salary
Jones, Theodore A.	Administrative officer.	Colored.	$5,600
Douglas, Lela M. (Mrs.).	Chief, Mail and Files.	Colored.	2,000
Foggie, Harriet A.	Assistant clerk-stenographer.	Colored.	1,800
Jackson, Rosalee A. (Mrs.).	Clerk-typist (fiscal).	Colored.	1,620
Hollomon, Irving B.	Junior clerk—file.	Colored.	1,440
House, Marguerite H, (Mrs.).	Receptionist-typist.	Colored.	1,440
Gamble, Jessie G. (Mrs.).	Junior clerk—file.	Colored.	1,500
Mitchell, Regina B. (Mrs.).	Messenger	Colored.	1,440
Phillips, Rose Louise Simms.	do	Colored.	1,320
Jeter, Sinclair	Administrative assistant.	Colored.	3,200
Baker, Vivian D.	Assistant clerk-stenographer.	Colored.	1,620

You will note that every single one of them is a Negro.

They administer the laws, rules, and regulations laid down by this outfit. No wonder they are stirring up strife among the white people of the Nation.

And here is the personnel of the Operations Section:

Name	Title	Race	Salary
Maslow, Will	Director of operations.	White.	$6,500
Mitchell, Clarence M.	Associate director of operations.	Colored.	4,600
Davidson, Eugene L. C.	Assistant director of field operations.	Colored.	4,600
Bloch, Emanuel	Senior fair-practice examiner.	White.	4,600
Metzger, Stanley D.	Fair-practice examiner.	White.	4,600
Kahn, Alice R.	Junior fair-practice examiner.	White.	2,000
Blanche, Vida G.	Clerk-stenographer.	Colored.	1,800
Rogers, Eleanor F.	Assistant clerk-stenographer.	Colored.	1,800
Landes, Ruth S.	Fair-practice examiner.	White.	3,800
McMillan, Lucille S. (Mrs.).	Assistant clerk-stenographer.	White.	1,620
Smith, Delphia (Mrs.).	do	Colored.	1,620
Hart, Evelyn	Clerk-stenographer.	Colored.	1,620
Ricks, Rebecca	do	Colored.	1,620

You will note that six of them are registered as white and seven of them as Negroes. Read those names again and see how many of them you would classify as white Americans.

The Director of Operations, Will Maslow, has been connected with the Consumers National Federation, which was cited as being subversive by the House Committee on Un-American Activities, in its report of March 29, 1944, as well as a contributor to a publication called Health and Hygiene, which was founded as an extension of the Communist Daily Worker.

Emanuel Bloch is shown by the records of the House Committee on Un-American Activities to have addressed the citizens committee to free Earl Browder, on March 16, 1942, which committee was cited as subversive by the Attorney General of the United States. Bloch was also one of the sponsors of another organization, the National Federation for Constitution Liberties, which was found to be subversive by the Attorney General of the United States.

One of the Negro members of this operations section, Eugene Davidson, has been connected with at least four activities that have been branded as subversive by the Attorney General of the United States.

Now let us take the review and analysis section. Here they are:

Name	Title	Race	Salary
Davis, John A.	Director, Review and Analysis.	Colored.	$5,0
Lawson, Marjorie M. (Mrs.).	Associate Director.	Colored.	3,800
Golightly, Cornelius L.	Associate compliance analyst.	Colored.	2,000
Davis, Joy P.	Report reviewer.	Colored.	2,60
Hoffman, Celia B.	Secretary	White.	1,800
Welch, Selena E. (Mrs.).	Docket clerk	Colored.	1,800
Simmons, Walter L.	Assistant clerk-stenographer.	White.	1,800
Hemphill, India W.	Junior professional assistant.	Colored.	2,000
Coan, Carol	do	White.	2,000
Dumas, Joan S.	Assistant clerk-stenographer.	Colored.	1,62

Only three of them are registered as white, and seven of them Negroes. One of the whites is a secretary and another one is an assistant clerk-stenographer.

At least one member of this division, Marjorie Lawson, colored, is shown by the records of the House Committee on Un-American Activities to be a member of a Communist front organization, known as the Washington Committee for Democratic Action, which has been branded by the Attorney General of the United States as subversive.

Now we come to the legal division. Here they are:

Name	Title	Race	Salary
Johnson, George M.	Assistant to the Chairman.	Colored.	$6,500
Clifton, Jeanne N.	Clerk-stenographer.	Colored.	2,000

You see, this division has only two members—both Negroes. They pass on all legal questions that arise concerning the activities of the white people of this Nation as they affect so-called fair employment practices.

But look at this list of hearing examiners:

Name	Title	Race	Salary
Hubbard, Maceo	Hearing examiner.	Colored.	$5,600
Trimble, Ernest G.	do	White	5,600
Crockett, George W.	do	Colored.	5,600
Reeves, Frank D.	Associate fair-practice examiner.	Colored.	3,200
Brooks, Mary E. (Mrs.).	Assistant clerk-stenographer.	Colored.	1,620
Gordon, Jernevieve M.	do	Colored.	1,620

This division is composed of five Negroes, including the chairman, and one white man.

This brings us to the regional offices, the ones to which the people in the various sections of the country must appeal, or before which they must appear whenever interfered with or imposed upon by this outfit.

The first one is the New York regional office. Here is its personnel:

Name	Title	Race	Salary
Lawson, Edward	Regional director.	Colored.	$5,600
Jones, Robert	Associate fair-practice examiner.	Colored.	3,200
Morand, Edward V.	Associate field examiner.	White	3,200
Jones, Madison S. Jr.	Associate fair-practice examiner.	Colored.	3,200
Risk, Samuel	do	White	3,200
Souffront, Dennis	Secretary	Colored.	1,800
Irish, Miriam	do	Colored.	1,800
Bullock, Evelyn, J.	Assistant clerk-stenographer.	Colored.	1,620
Ashepha, Tillie	do	White	1,620

You will note that it is composed of three white people and six Negroes, including the chairman, a Negro named Edward Lawson, who draws a salary of $5,600 a year, and who signed the Communist Party petition in New York in 1942, according to the records of the House Committee on Un-American Activities, and was a participant in the All-Southern Negro Youth Conference, which was affiliated with the National Negro Congress, which latter organization was cited as subversive by the Attorney General of the United States

The only white examiner in this regional office is Samuel Risk, who also was a signer of the Communist petition in New York in 1939–1940, according to the records of the House Committee on Un-American Activities.

But let us take the next one, the Philadelphia regional office:

Name	Title	Race	Salary
Fleming, James G.	Senior fair-practice examiner.	Colored.	$4,600
Manly, Milo A.	Field examiner	Colored.	3,200
Greenblatt, Mildred.	Senior fair-practice examiner.	White	3,800
Bernheimer, John S.	Fair-practice examiner.	White	3,800
Gorgas, Helen P.	Assistant clerk-stenographer.	White	1,620
Weitzman, Shirley	Junior clerk-stenographer.	White	1,440
Grinnage, Willard T.	Fair-practice examiner.	Colored.	------

You will see that it is composed of three Negroes and four whites; practically every one of the whites has a foreign name. I just wonder what chance an old-line firm of white Americans would have before that group.

You will also observe that the chairman in charge of this Philadelphia regional office is a Negro named James G. Fleming, who receives a salary of $4,600 a year. According to the records of the House Committee on Un-American Activities, he is a guest lecturer of the Philadelphia School of Social Science and Art, which is a successor to the Philadelphia Communist Workers School.

Here is the Washington regional office:

Name	Title	Race	Salary
Hook, Frank E.	Principal fair practice examiner.	White	$5,600
Evans, Joseph H. B.	Senior fair practice examiner.	Colored	4,600
Houston, Theophilus J.	Assistant fair-practice examiner.	Colored	2,600
Chisolm, Ruby F.	Assistant clerk-stenographer.	Colored	1,620
Saito, Otome	Clerk-stenographer.	White	1,620

You will see that it is composed of three Negroes and two whites, and one of them who is registered as a white person is merely a clerk-stenographer, and his name is given as Otome Saito—which sounds Oriental to me. This is the group that presides over the destinies of the people here in the District of Columbia and the surrounding States.

The chairman of this group is Mr. Frank E. Hook, a former Member of Congress from Michigan, whose opposition to the Dies Committee on Un-American Activities is well known to every Member of this House. If any of you have any doubt about Mr. Hook's leanings, read his speech against the Dies committee and also look up a publication called Equal Justice for October 1938, which is the official organ of an outfit called the International Labor Defense, which was cited as subversive by the Attorney General of the United States.

One of the colored members of this group, Theophilus J. Houston, is listed by the Committee on Un-American Activities as a discussion leader of the National Negro Congress, which has been cited as subversive by the Attorney General of the United States.

And here is the Cleveland regional office:

Name	Title	Race	Salary
McKnight, William T.	Regional director.	Colored	$4,600
Weitz, Morris	Associate fair-practice examiner.	White	3,200
Clore, Lethia	do	Colored	3,200
Donovan, Daniel R.	Fair-practice examiner.	White	3,800
Bressman, Mildred	Clerk-stenographer.	White	1,800
Walker, Lillian B.	Assistant clerk-stenographer.	Colored	1,620

You will note that this group is composed of three Negroes and three whites, the regional director being a Negro named William T. McKnight, who draws a salary of $4,600 a year.

He is listed as being a member of the Lawyers Guild, which was cited as subversive by the House Committee on Un-American Activities in its report of March 29, 1944; while another Negro listed with this Cleveland office, Lillian B. Walker, is listed as one of the signers of the petition of the Communist Party in Ohio in 1940, when Earl Browder was running against President Roosevelt.

Here is the subregional office in Detroit:

Name	Title	Race	Salary
Swann, Edward M.	Fair practice examiner.	Colored	$3,800
McClure, Catherine E.	Assistant clerk-stenographer.	White	1,620

This is evidently a branch of the Cleveland regional office. You will note the examiner is a Negro, but the stenographer is a white woman.

Now the Chicago regional office:

Name	Title	Race	Salary
Henderson, Elmer W.	Senior fair-practice examiner.	Colored	$4,600
Gibson, Harry H. C.	Associate fair-practice examiner.	Colored	3,200
Schultz, Joy (Mrs.)	Fair-practice examiner.	White	3,200
Zeidman, Penny M.	Assistant clerk-stenographer.	White	1,620
Bell, Minnie L. (Mrs.).	do	Colored	1,620

This group is composed of three Negroes and two whites—Mrs. Joy Schultz and Penny M. Seidman. Both of the examiners are Negroes. I just wonder what chance a white American enterprise would have with that group.

One of the members of this group, Minnie L. Bell, colored, is listed as being a member of the American League for Peace and Democracy, which is known to be a Communist-front organization, and which was cited as being subversive by the Attorney General of the United States.

Now, let us move down into the deep South, and take the Atlanta regional office:

Name	Title	Race	Salary
Hunt, Bruce	Senior fair-practice examiner.	White	$5,400
Hope, John, Jr	Associate fair-practice examiner.	Colored	3,800
Tipton, James H	do	White	3,200
Bunting, Myra	Clerk-stenographer.	White	1,800
Horton, Thelma		Colored	——

This is the office that covers the area I represent. You will see that this group is composed of three whites and two Negroes; one of the whites is a clerk-stenographer, while one of the Negroes is associate examiner, with power to harass the white businessmen of the Southern States.

This will explain a great deal of the resentment that now prevails among the white people of the South from the Potomac to the Rio Grande.

The Kansas City regional office:

Name	Title	Race	Salary
Hoglund, Roy A	Regional director.	White	$4,600
Brown, Theodore E	Associate fair practice examiner.	Colored	3,200
Anderson, Clara O	Clerk-stenographer.	White	1,660
Groves, Lonnetta A	Clerk-typist	Colored	1,440

You will note that this group is composed of two whites and two Negroes—the only examiner being a Negro.

The Dallas regional office:

Name	Title	Race	Salary
Brin, Leonard	Regional director.	White	$4,600
Castenada, Carlos E.	Senior fair practice examiner.	White	4,600
Ellinger, W. Don	Associate fair practice examiner.	White	3,200
William, LeRoy V.	do	Colored	3,200
Gutteben, Willetta G.	Assistant clerk-stenographer.	White	1,620
DuBose, Helen H.	Junior clerk-stenographer.	White	1,620

This group is composed of five whites and one Negro. Remember that this is the group that prohibited the Dallas News from publishing an advertisement asking for Negro help. I have already given you the comments of the Dallas News on that incident.

Here is an editorial from the Dallas Times-Herald of Friday, May 19, 1944, backing up the Dallas News:

THE NEWS WAS WITHIN ITS RIGHTS

The Dallas Morning News was within its legally constituted rights to hire a Negro for a special job which it deemed a Negro best qualified to fill.

The News was within its legal rights to advertise for a Negro in its own newspaper, even though it is designated as an essential industry.

The Times-Herald is confident that, in hiring the Negro, the News management had no thought in mind of race discrimination. That management, we are convinced, was engaged in an orderly operation of its business.

No discerning white Texan is fooled by the fact that the issue was turned around so that it would appear to protect him from discrimination. That, of course, is an insult to his intelligence.

The raising of the race issue at this particular time by a Federal employee on a flimsy technicality bodes no good for either whites or Negroes. Those God-fearing men and women of both races who are trying to solve social problems on a just and tolerant basis are getting no help from thoughtless raisers of incidents which, though small and insignificant in themselves, add to the serious flame of prejudice and hatred.

The Times-Herald does not hesitate to indorse the stand of its competitor, the Dallas Morning News, on this issue that confronts, not only the Texas press, but the people of both races in Dallas and the entire Southwest.

THE EDITOR.

Here is the San Francisco regional office:

Name	Title	Race	Salary
Kingman, Harry	Senior fair practice examiner.	White	$5,600
Rutledge, Edward	Examiner in charge.	Colored	3,800
Rogers, Jewel E	Clerk-stenographer.	White	1,800
Seymour, Virginia R.	Senior clerk	White	1,800
Pestana, Frank S	Associate fair practice examiner.	White	3,200

You will note that this office is composed of four whites and one Negro—the Negro being the examiner-in-charge.

The subregional office, Los Angeles:

Name	Title	Race	Salary
Brown, Robert E.	Fair practice examiner.	Colored	$4,000
Burke, Jack B	do	White	3,800
Calvaruso, Helen	Clerk-stenographer.	White	1,800
Vetter, Vera G	Junior clerk-stenographer.	White	1,440

This group is composed of one Negro and four whites, all of whom have foreign names. It is true that Jack B. Burke does not sound alien, but the truth is his real name is Jack Burton Burkowitz. I understand he had his nose operated on and his name changed in Pennsylvania, but failed to pay the doctor who did the facial operation; so the physician exposed him by threatening to bring suit against him. He is listed by the Committee on Un-American Activities as a member of the Washington Committee for Democratic Action, and also the Washington Book Shop, both of which were cited as being subversive, by the Attorney General of the United States.

These people, Mr. Chairman, constitute the personnel of this so-called Fair Employment Practice set-up that is stirring race trouble throughout the country, exercising the powers of dictatorship, and attempting to force their communistic policies upon the decent people of America.

This outfit is causing strikes instead of preventing them. It is being supported by Sidney Hillman, the racketeering head of the political action committee of the C. I. O., which is raising money by the shake-down method to try to get control of this country by corrupting the electorate of the Nation. As I said, this foreign-born, alien-minded racketeer wants to be the Hitler of America.

Let me read you an Associated Press article from Detroit, Mich., under date of May 16, 1944:

> STRIKE SHUTS CHRYSLER PLANT—THREE MANAGEMENT OFFICIALS THROWN OUT
>
> DETROIT, May 16.—Chrysler Corporation's Highland Park plant was closed, with 3,000 idle today, after a dispute during which a company spokesman said, three management officials were thrown out of the factory and three union stewards were discharged.
>
> The company said the dispute was precipitated when employees, members of the United Automobile Workers (C. I. O.), objected to deliveries of soft drinks by a member of the A. F. L. Teamsters' Union, which is engaged in a jurisdictional dispute with the Brewery Workers of America (C. I. O.).
>
> U. A. W.-C. I. O. officials made no comment pending an investigation. The plant produces assemblies for Bofors guns, trucks, and bombers.

This gives an account of 3,000 strikers, members of the C. I. O., walking out because a member of the A. F. L. delivered a truck load of cold drinks to the workers in the plant.

This plant was producing guns, trucks, and bombers that are so direfully needed by our soldiers at the front.

I wonder what your boy will think who lies dying upon the batlefield, slain for the want of the very weapons this group of strikers was supposed to produce. Suppose our soldiers at the front should strike because a member of the wrong union was bringing up the ammuntion.

And remember, these strikers in this Chrysler plant are the highest-paid workers in the world.

This same article goes on to say:

> A walkout involving 3,800 workers at the Graham-Paige plant, in protest against a War Labor Board ruling, today halted production of amphibian tractors and precision parts for aircraft and marine engines and naval torpedoes.

While our boys are bleeding and dying for the want of these amphibious tractors which are so badly needed in this, the most critical hour of the war, this group goes on a strike and slows down the production of the very instruments our men must have unless untold thousands of them are to die for the want of them.

This same article goes on to say:

> At Flint (Mich.) more than 1,400 workers were idle at the aluminum foundry of General Motors' Buick motors division in what a company spokesman described as a "slow-down that led to a walkout." The foundry produces castings for aircraft engines.

Think of that. A group of the highest paid workers in the world putting on a strike to slow down the production of airplane parts while our boys are dying in flaming airplanes over Europe, or crashing to their death for the want of this equipment.

But, Mr. Chairman, here is the worst one of all:

> PRODUCTION OF DRUGS HALTED; STRIKE IS STILL ON
>
> DETROIT, May 24.—Production of blood plasma, penicillin, and smallpox vaccine for the Army and Navy was at a standstill today in two Detroit plants of Parke, Davis, & Co., one of the Nation's largest producers of these essential drugs, as 1,900 employees extended their strike its second day.
>
> The strikers are members of Local 176 of the C. I. O. Gas, Coke and Chemical Workers' Union.

In any other country in the world, under such circumstances, these people who promote these strikes would be shot for treason.

American soldiers, sailors, and Marines, are dying all over the world, on every battlefront, on the high seas and in the far-flung hospitals, for the want of this penicillin or for the want of small-pox vaccine to prevent the spread of that terrible disease.

While this is going on, this so-called Fair Employment Practice Committee continues its communistic drive to harass the white people of America and to stir race trouble throughout the country.

The best thing President Roosevelt could do for his administration, for the American people and for the maintenance of peaceful relations between the races, would be to abolish this so-called Fair Employment Practice Committee at once.

○

F. E. P. C.

Speech of

Hon. Sam Hobbs

of Alabama

in the

House of Representatives

Friday, May 26, 1944

Not printed
at Government
expense

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SPEECH

OF

HON. SAM HOBBS

Friday, May 26, 1944

The House in Committee of the Whole House on the state of the Union had under consideration the bill (H. R. 4879) making appropriations for war agencies for the fiscal year ending June 30, 1945, and for other purposes.

Mr. CANNON of Missouri. Mr. Chairman, I yield to the gentleman from Alabama [Mr. HOBBS] 15 minutes.

Mr. HOBBS. Mr. Chairman, the gentleman from Wisconsin [Mr. KEEFE] has just made a very potent argument. He usually and uniformly does. I was delighted with that speech because his argument was so perfectly applicable to the so-called Fair Employment Practice Committee, and leads forcibly to the conclusion that no money should be appropriated for that infamous outfit. The gentleman is so honest and so sincere that I am sure he is also against this iniquitous F. E. P. C., and will, at the proper time, vote to cut out also that duplication of existing agencies. That is another scalp that he may add to his collection. So I am delighted that the gentleman from Wisconsin [Mr. KEEFE] has already come to our side of the issue and has so ably espoused it.

Today I am going to exercise the temerity again to address you in a rather serious vein with respect to some of the fundamentals of government. I hope that I may have your ears, and not only your ears but your minds as well, for the few minutes that I shall endeavor to hold your attention.

Particularly I beg to address my remarks to my friends, and they are my friends, as every Member of this House is, my friends on the Republican side of the aisle. I would, if I may, call your attention to the fact that your forefathers and mine in the debates in the Constitutional Convention, time and time and time again, stressed these two points: First, that this was to be a government of laws and not of men; and second, that this Government would be imperiled to the point of absolute certainty of destruction if we allowed it to become a bureaucracy with all power centralized in Washington; so that the Government of the people, for the people, and by the people would be taken from the people and would inevitably perish from the earth. That was the burden of 4 months' debate. These founding fathers were certainly great men. They were preeminent in their wisdom, character, and patriotism. When they harped on those two warnings, they were not talking to themselves alone, nor to their generation, but also to those patriots of posterity who would love the United States enough to heed these injunctions and thus preserve this Nation as the land of the free, and the home of the brave.

Now then, what do we have here? An appropriation of a half million dollars to approve and maintain a national agency created not by law, but by man. Another bureaucracy added to the number of those that now make the people weary in well doing. With constitutional sanction? Oh, no.

There is not a word—not one word—I reiterate, not one word in the Constitution that even approaches justification for the creation of this committee. I hoped that some of you who favor this F. E. P. C. appropriation might challenge me on that, but you do not. You know I speak the truth.

Would some like to suggest the thirteenth amendment? The thirteenth amendment relates solely to slavery. Human slavery was thereby damned, and we all, with one accord, thank God that that curse and blot upon our civilization is gone forever. But that is no authority for this committee. The thirteenth amendment states that no man should be compelled to work. This is the reverse, that he must be compelled to work if he has the proper color of skin, the proper religion, or is of proper national origin. In other words, that, in itself, is almost a violation of the thirteenth amendment. What the F. E. P. C. is seeking is to make their pets work whether they are fitted to work, or not, and whether, or not, they are qualified for the jobs into which they are forced.

Mr. MARCANTONIO. Mr. Chairman, will the gentleman yield?

Mr. HOBBS. I am delighted to yield to the brilliant and distinguished gentleman from New York.

Mr. MARCANTONIO. I thank the gentleman for his compliment. I want to point out to the gentleman that an examination of the record of the

F. E. P. C. will disclose that there is no such activity as compelling anybody to work. What the record will show is that the Committee has confined itself to only one activity, that is to prevent discrimination in employment against anyone because of race, color, or creed. As for authority in the Constitution, the gentleman will find ample authority in the fourteenth amendment, for when you deprive a person of employment you are certainly depriving him of fundamental rights without due process of law, when you deprive him of employment because of his race, his color, or his creed.

Further than that, I am sure the gentleman will bear in mind that the F. E. P. C. was set up in the war emergency period. It is a part of the war program. It was set up primarily to promote the war program. Consequently it comes under the war powers of the President. I go further and say that there is ample authority in peacetime under the fourteenth amendment, and particularly under the enforcement clause of the fourteenth amendment.

Mr. HOBBS. I thank the gentleman for that splendid contribution. He is right in one assertion, that the F. E. P. C. does not make anyone work. He might have added that they do not expect their pets to work, nor care whether their protégés earn their pay or not. Far be it from me, a country boy from Alabama, to disagree with the distinguished gentleman from New York [Mr. MARCANTONIO] on that point. But I do believe, and I submit in all candor, that I know a great deal more about the operation of F. E. P. C. than does the gentleman. I have seen its work in the field. I asked no questions of any partisan, pro or con. I have seen it with my own eyes. I know whereof I speak. I have shuddered at the manifestations of its arrogance, ignorance, and race prejudice against Caucasians in Alabama and elsewhere.

The gentleman says that the fourteenth amendment of the Constitution gives ample authority for the creation and work of the F. E. P. C. I welcome the opportunity this gives me to try to answer such a contention; I am delighted to do so, and in all humbleness, because I understand the gentleman is an authority on the subject, but I simply wish to advance some arguments in opposition.

Mr. MASON. Mr. Chairman, will the gentleman yield?

Mr. HOBBS. I am glad to yield to the distinguished gentleman from Illinois.

Mr. MASON. My point is this: The gentleman from New York [Mr. MARCANTONIO] has just stated that under the war powers, which is a vague and indefinite field, the President had the power and the right to issue his Executive order establishing this commission. Our distinguished Attorney General says that under an accumulation of powers, whatever that means, he has the power to do certain things. I want to ask the distinguished gentleman from Alabama, if either under an accumulation of powers or under the war powers the President has any right to establish something that is not constitutionally and legislatively proper?

Mr. HOBBS. I think the gentleman's question must be answered with an emphatic negative. I think he is absolutely right in the argument that he makes.

Mr. MARCANTONIO. If the gentleman will be kind enough to yield once more.

Mr. HOBBS. Certainly sir, for a question.

Mr. MARCANTONIO. I dislike to interrupt the gentleman, but I think both the gentleman from Alabama and the gentleman from Illinois agree on a supposition or on a hypothesis which is not founded either in fact or in law.

Mr. HOBBS. We are delighted to have your frank expression of that opinion, but we will attempt to disabuse your mind of it as we go along. The fourteenth amendment!

The gentleman might just as well cite the code of Hammurabi. The fourteenth amendment no more justifies the creation and the practices of the F. E. P. C. than it fixes the price of eggs on Mars. What does the fourteenth amendment say? Its pertinent parts, so far as the gentleman's argument is concerned, read as follows:

> All persons born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States and of the State wherein they reside. No State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction, the equal protection of the laws. * * * The Congress shall have power to enforce, by appropriate legislation, the provisions of this article.

The prohibitions of the fourteenth amendment relate solely to State action. Except to the blind, and there are none so blind as those who will not see, all may see at a glance that the fourteenth amendment relates solely to how the States must function. No prohibition therein contained applies to the Government of the United States nor to any department, agency, or agent thereof. No one except the gentleman from New York [Mr. MARCANTONIO] even suggests that any State has done anything discriminatory; nor that any State has made or enforced any law that might abridge the privileges or immunities of citizens of the United States; nor that any State has sought to deprive any person of life, liberty, or property without due process of law; nor that any State has sought to deny to any person within its jurisdiction the equal protection of the laws. So, since no State has been accused of any wrongdoing, there can be no possibility of any justification for the pending legislation on the theory that Congress has power to enforce, by appropriate legislation, the provisions of the fourteenth amendment.

The gentleman's citation of the fourteenth amendment, therefore, reminds me of the story of a colored man who had a marvelous gift of prevarication, stimulated and implemented by a most vivid imagination. He came back from a wildcat hunt telling of a rabbit who climbed a tree and hurled himself into the face of a pursuing wildcat. One of his hearers remarked, "Why, Uncle George, you know rabbits don't climb trees." To this Uncle George replied, "Yas; I knows that rabbits don't climb trees, but this 'un was in sech a tight place he was jes' obleeged to."

Similarly the gentleman from New York [Mr. MARCANTONIO] was in a tight place, having been challenged to cite any constitutional authority whatsoever in support of the creation or practices of the F. E. P. C., so he was "jes' obleeged" to say something, and in his confusion he cited a part of the Constitution as foreign to the question at issue as it is for a rabbit to climb a tree or attack a wildcat.

Even if there were any pretense that any State had violated any provision of the fourteenth amendment—which there has not been and cannot be—the only possible application even by a tortured construction would be that the failure to employ someone considered for employment constituted a deprivation of property without due process of law.

Had the gentleman cited that clause of the fifth amendment which reads, "No person shall be deprived of life, liberty, or property without due process of law," his citation would have been more nearly in point than his citation of the fourteenth amendment, which is utterly pointless in this connection. But under either citation the argument as to deprivation of property because of a failure to employ is utterly untenable.

Whoever heard of a job in expectancy, which one has never had, being called his property? There is no one, not even the distinguished gentleman from New York, on second thought, who would make such a foolish contention. It is absolutely unsound and preposterous. There never has been a hint of such a theory in the history of jurisprudence. If I have a job and you take it away from me, then there may be a question of my property right in that job; but no such question could possibly arise as to a property right in a mere hope of future employment.

However, I agree with you fully that discrimination is being practiced daily as to employment. It is being fomented and practiced by the infamous outfit known as the F. E. P. C. It is not being practiced against the ones you would serve, sir; not against the Negro; not against any whose skin pigmentation, nor race, nor creed makes them beloved in your eyes. It is being fomented and practiced against Caucasians—native-born American citizens, the bulk of our taxpayers. These are they who are being discriminated against in two very material ways every day that the F. E. P. C. is allowed to function. In the first place, they are ousting those who have the misfortune, in their eyes, to have a white skin, from employment that they already have. In the second place, they are discriminating against them because of the fact that they will not give them jobs, so that they may discriminate in favor of those you consort with and fawn upon, for obvious reasons.

Mr. MARCANTONIO. Will the gentleman yield?

Mr. HOBBS. I will not yield any further. I want to make my own speech. If, when I have finished, I have not consumed my allotted time I will yield gladly.

Mr. MARCANTONIO. I challenge the gentleman to give a single illustration.

Mr. HOBBS. Oh, you cannot find one in New York, but you can if you go to the war plants.

It is the practice of this Fair Employment Practice Committee to prevent white people from obtaining jobs, and to get white people ousted from jobs they have, so as to make places for their pets.

Mr. TABER. Will the gentleman yield?

Mr. HOBBS. I will be so happy to yield to the distinguished gentleman from New York.

Mr. TABER. Does the gentleman mean that this Committee is promoting dislodgment of white citizens from their jobs?

Mr. HOBBS. Why, of course, sir.

Mr. TABER. And that as a result of it they have no jobs? Has the gentleman illustrations of that? I wish you would give them, because I think the House ought to have them.

Mr. HOBBS. I not only have illustrations of it, but I have seen it with my own eyes. The displacement of anybody they can, whose ouster would make room for a pet.

An illustration of the functioning of the F. E. P. C. is in the case of the Dallas Morning News, a privately-owned newspaper published in Dallas, Tex. This newspaper desired to employ a helper in its plant and printed an advertisement in its newspaper which read as follows: "Wanted—Colored man to work at night as paper handler. Essential industry." The Regional Director of the F. E. P. C. wrote the Dallas Morning News a letter with reference to this advertisement from which the following quotation is taken:

> The Committee on Fair Employment Practice, operating under Executive Order No. 9346, a copy of which is attached, considers that such advertisement is a violation of the order. It limits applications to a narrow field described in the advertisement, and automatically bars persons of other race or color from applying, even though these latter may also possess skill needed for your establishment. You are therefore requested to take immediate steps to remove from this and from any other advertisement for employees any features which are discriminatory as to race, creed, color, and nationality. You are further requested to advise your personnel office or hiring agent that they should disregard such specifications in considering applications for employment. This includes the United States Employment Service.

This is important because it appears to be a sincere effort on the part of the Regional Director to prevent the exclusion of members of the Caucasian race from an opportunity for employment. Of course the Regional Director overstepped the bounds of his authority because the advertiser offering employment was a privately owned newspaper and not yet within the control of the F. E. P. C., but he shows that his intention was good. He really tried to prevent even a minor discrimination against the Caucasian race. However, when the newspaper resented this unwarranted intrusion into the field of private employment, the chairman of the F. E. P. C. rebuked the Regional Director for exceeding his authority because private employment was beyond the control of the F. E. P. C. So, the only case that has come to light, as far as I know, in which anyone in the F. E. P. C. tried to prevent discrimination against members of the Caucasian race, died aborning.

A glaring illustration of discrimination against members of the Caucasian race is right here in the District of Columbia. There are in the Capital of our Nation, hundreds of perfectly well qualified citizens of the United States who might have been employed in the Office of the Recorder of Deeds. Nevertheless, if my information be correct, there is not a single employee in that office who is not a Negro.

Information is current that directives issued in aid of the Executive orders under which the F. E. P. C. was created and is functioning, require that the percentage of Negroes employed in any office must equal the percentage of Negroes in the population of the community. The percentage of Negroes of the total population of the District of Columbia is not yet 100 percent, nor is it 100 percent of those who constitute the citizenship of the District of Columbia.

Similarly the Executive orders under which the F. E. P. C. was created and is functioning deal only with employment and seek to prevent discrimination solely by reason of race, creed, color, or national origin. But it is said that some of the directives require that there be no segregation among employees. The basis of the Executive orders is recited to be the desirability of promoting the fullest utilization of all manpower by maximum employment. Does this objective make imperative the abolition of segregation of those already employed? Does compulsory intermingling of employees promote the war effort? Even where all persons concerned prefer segregation? Or would the tendency be in the opposite direction?

Mr. RANKIN. Will the gentleman yield?

Mr. HOBBS. I would like to make my own speech. I do not mean to say that you gentlemen could not make a better one.

Mr. RANKIN. I just want to say that the gentleman from Alabama and other Members of the House need not get excited over the fact that the reason why Americans are discriminated against by this Communist bunch, known as the F. E. P. C., is because the white Americans are in hopeless minority on that conglomerate committee.

Mr. HOBBS. Let me call attention to the premises upon which the Executive order creating the F. E. P. C. is predicated:

> Now, therefore, by virtue of the authority vested in me by the Constitution and statutes, and as President of the United States and Commander in Chief of the Army and Navy—

With confidence I challenge anybody to point out one syllable or one word of such authority that he has, either as President of the United States or as Commander in Chief of our Army and Navy. His duties as President are clearly indicated in the Constitution, but there is not one of them that authorizes the creation of the F. E. P. C., either expressly or by implication, I submit, most humbly and respectfully. The Commander in Chief of the Army and Navy has the duty to command the Army and Navy which the Congress, and the Congress alone, is, under the Constitution, authorized to create and maintain.

Be this as it may, it is not the words of the Executive orders as much as it is the maladministration thereunder that causes so much opposition. There is discrimination shown in our national employment picture, but it is not against but in favor of race, creed, or color—differing from that of the majority of our citizens. The majority of us are taxpayers and therefore interested in efficiency. These Executive orders are being administered so as to force employment of members of spoiled and petted minorities, wholly without regard to qualification.

There is only one question here involved. It is not whether or not we favor a fair, square deal to all alike, nor whether or not the F. E. P. C. should have been established, but whether or not we are going to make an appropriation of $500,000 to keep the F. E. P. C. functioning for the next fiscal year.

Of course, this is legislation tacked on to an appropriation bill. This is contrary to the rules of the House and unpardonable. It should be rebuked and defeated.

A country carpenter, whom most of us worship as God, once asked a question so full of divine wisdom that no one ever thought an answer was necessary: "Do men gather grapes of thorns or figs of thistles?"

If any one of you doubts that the F. E. P. C. has produced a crop of thorns and thistles, then you just simply do not know what has been going on.

And it is not by the claims in catalogs but "by their fruits ye shall know them."

The Executive order under which the F. E. P. C. operates proclaims the purpose for which it was created to be:

> To promote the fullest utilization of all available manpower and to eliminate discriminatory employment practices; "* * * the successful prosecution of the war demands the maximum employment of all available workers, regardless of race, creed, color, or national origin;" * * * it is the policy of the United States to encourage full participation in the war effort by all persons in the United States, regardless of race, creed, color, or national origin.

These proclamations would require the fullest utilization, the maximum employment, and the full participation in the war effort of "all available manpower," "workers," and "of all persons in the United States, regardless of race, creed, color, or national origin," and regardless also of health, education, skill, aptitudes, abilities, or the lack of any one or all of them.

You search in vain for any requirement or suggestion that any consideration should be given as to the particular job to be done or of ability to do it. No honest, fair, and conscientious discrimination based on these considerations must be taken into account. The injunction is clear and mandatory that there must be no discrimination because of race, creed, color, or national origin, but as silent as death on the subject of qualification, or its lack. There is unutilized manpower; so stenographic places must be filled, whether or not those employed can write, spell, take shorthand notes, or use a typewriter. Of course, one who could not write, take dictation, or use a typewriter might be perfectly qualified to do some other work well, but such a person should be discriminated against when hiring a stenographer. One might be doing nothing in aid of the war effort, but unless qualified that person should be discriminated against when hiring an accountant. One who cannot read might be flattered by being employed as a proofreader, and might need the salary, but such a person ought not to be employed for such a job. If you are not a carpenter, you are not entitled to a carpenter's job or pay. The same is true as to every other job requiring a particular skill. However, according to the F. E. P. C., if there are in a community 10 Negroes out of each 100 persons, then 10 percent of those employed in each category of employment must be Negroes, regardless of every consideration save the color of their skins.

The CHAIRMAN. The time of the gentleman from Alabama has expired.

Mr. CANNON of Missouri. Mr. Chairman, I yield 5 additional minutes to the gentleman from Alabama [Mr. HOBBS].

Mr. HOBBS. Thank you, sir. I want to call your attention to one point further: There is no policy of Government except established in one of two ways: It may arise, as this one has arisen, from the innate character of the American people—we believe in a square deal, a square deal to all without any question of race, creed, color, or origin, we believe that everyone should have an absolutely square deal. That is one source of policy; the other way, and the only other way, that it can arise is from the law or the Constitution. I challenge any man to dispute it; these are the only ways policy can come into being. But if there were policy it would not be in the discretion of the President, either as such or as the Commander in Chief of the Army and Navy, to enforce it by a committee created without constitutional or statutory authority.

Mr. ELMER. Mr. Chairman, will the gentleman yield?

Mr. HOBBS. I shall be so happy to yield.

Mr. ELMER. What is bothering me and what I want to know is whether if these two Executive orders, No. 8802 and No. 9346, are not upheld by Congress are we going to lose the war?

Mr. HOBBS. We not only are not going to lose the war because of any such action, but we may help the enemy if we do not. Not that any such idea was intended, but because of maladministration by the F. E. P. C. the results have proven divisive, and destructive of morale of our whole people.

Both major political parties have from time immemorial each had in their platforms in various and sundry wordings the same outcry against bureaucracy, the same pledges to cut it down, the same pledges of economy. I certainly welcome the test of whether we mean it or not. Do we mean that our platforms are like railway coach platforms, just something to get in on? Or do we really mean to curb bureaucracy? Do we mean to economize? If there be any law to be enforced, why not leave its enforcement to the Department of Justice, for the maintenance of which we appropriate $116,000,000 a year? Or to the three other agencies now functioning and charged with the duty of enforcing laws requiring that no discrimination in employment practices be permitted? Why should we countenance the continuance of the F. E. P. C. when the Department of Labor, the Labor Division of the War Production Board, the Public Welfare Division of the Bureau of Public Health, and the Department of Justice—all four—already enforce such laws? Why appropriate another half million dollars for the F. E. P. C. and its maladministration, creating discord, disunity, and worse?

We are not inveighing against law enforcement but against extravagant and confusing duplication of agencies to do that single job, especially against the maintenance of that fifth agency which has proven itself an enemy fifth column, misconceiving, misinterpreting and bringing into disrepute and disgrace the laws and the Executive orders it was established to enforce.

Mr. AUGUST H. ANDRESEN. Mr. Chairman, will the gentleman yield?

Mr. HOBBS. I shall be delighted to yield, sir.

Mr. AUGUST H. ANDRESEN. The gentleman referred to the two major political parties; I assume he referred to the Republican and Democratic Parties.

Mr. HOBBS. I certainly did, sir.

Mr. AUGUST H. ANDRESEN. Was he also including the New Deal Party, the Labor Party, the Communist and other parties that are not major parties?

Mr. HOBBS. As far as that is concerned I have never read a New Deal platform. I do not recognize any such party, except as a part of the Democratic

Party. Nor have I ever read a platform of some of our other so-called parties.

Mr. ROWE. Mr. Chairman, will the gentleman yield for a question?

Mr. HOBBS. I shall be delighted to, sir.

The CHAIRMAN. The time of the gentleman from Alabama has expired.

Mr. CANNON of Missouri. Mr. Chairman, I yield 2 additional minutes to the gentleman from Alabama.

Mr. ROWE. I find from the figures in this report that available for the year 1944 was $474,933 for this activity. The gentleman has just indicated that with the passage of this appropriation bill containing this item we would be giving legal aspect to a commission created by edict. Did we not do that when we appropriated the $474,933 last year?

Mr. HOBBS. No, sir; no such appropriation has ever been made. This is the first time authority or money has been asked of Congress for the F. E. P. C.

Mr. MARCANTONIO. Mr. Chairman, will the gentleman yield?

Mr. HOBBS. I shall be delighted to yield to the gentleman from New York.

Mr. MARCANTONIO. What I am about to say, I do not say for the purpose of undermining the gentleman's prestige as a great constitutional authority. For all the years I have known the gentleman, however, I have found that despite the vehemence with which he has urged certain constitutional positions in this House, the Supreme Court of the United States has unfailingly disagreed with him; has disagreed with him time and time again.

Mr. HOBBS. I am perfectly cognizant of the fact, sir, that that is the gentleman's opinion; but I want to say to you, sir, that the Supreme Court has upheld far more of the constitutional positions I have taken than it has blasted. But whatever my experience in this regard may have been, I rarely have agreed with you, sir. So, no condemnation of me from any source may impair your standing as a constitutional lawyer. I will follow the gleam as I conscientiously see it, and will, without too much apprehension, take the verdict of the record.

The CHAIRMAN. The time of the gentleman from Alabama has expired.

XC-FEPC
Jnf

Organization of Fair Employment Practices Committee

Speech of

Hon. John S. Gibson

of Georgia

in the

House of Representatives

April 14, 1944

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SPEECH

OF

HON. JOHN S. GIBSON

Mr. GIBSON. Mr. Speaker, I have been very deeply concerned over the purposes and activities of the organization here in Washington known as the Fair Employment Practices Committee. It is common knowledge that such an organization could have no proper functions in this democracy. It has been my opinion that it was born of the fertile mind of someone in this commonwealth of communistic philosophy and based on its activities I am convinced that my convictions were founded on truth and fact. The Communists some months ago came out with the statement that the South was the black man's country and in substance that they expected to put him in possession of the property of the South and in control of its destiny and people.

I have recently procured factual information on the personnel of this committee, which I think will and should be of vital interest to the membership of this body and for that matter to every taxpayer in the United States. It is, of course, known that Malcolm Ross is chairman of the committee, whose function is reputed to be to see that there is no discrimination in employment account of race or color in this country. It is noteworthy in the organization of his committee this principle is most flagrantly violated. Over all, there are 106 paid employees—61 Negroes and 45 whites. Compare that with the percentage of Negroes against the percentage of whites in this country. I am a great believer in letting the people know the facts and that with such knowledge they will correct any wrong. When the people are called upon to favor increased taxes I hope you will remember this committee which is not only totally useless, but a vicious bureau that breeds disunity and costs the people each 12 months $317,160 or approximately $1,000,000 every 3 years. The 45 white employees draw $143,600 per annum and the 61 Negroes draw $173,560 per annum. The employees of this bureau are the highest paid of any bureau or department of the Federal Government, on a per capita basis.

In the central office where all the policies are made and enforced here in Washington there are 13 white employees and 35 Negro employees, the whites drawing $48,540 per annum and the Negroes $94,220.

The chairman is white, his associate fair-practice examiner is a Negro. The office of the chairman is staffed by 2 other whites and 3 Negroes. His administrative office is staffed by 11 Negroes and no whites. His Operations Section is staffed with 7 Negroes and 6 whites, his Review and Analysis Section has 7 Negroes and 3 whites. His Legal Division 2 Negroes only. Hearing examiners, 1 white and 5 Negroes. The Director of Review and Analysis is a Negro. In fact, the whole set-up is strictly Negro dominated with just enough whites to give a slight diversity of color. This is the gang that goes into the South and sets up offices with Negroes and whites working together; to Detroit and sets up an office with one Edward M. Swann, a Negro man, as fair-practice examiner, at a salary of $3,800 per year, with a white lady for his secretary at $1,620 per year, the 2 constituting the entire office force. This is the same gang that has told the management of southern railroads they must use Negro engineers and conductors, and union officials that they must accept Negroes in their organizations.

In the capital of my State, Atlanta, Ga., this same gang of Washington Negroes, by the authority of this committee, set up an office with Bruce Hunt, a white man, as senior fair-practice examiner, at $5,400 per year; John Hope, Jr., a Negro, as associate fair-practice examiner, at $3,800 per year; James H. Tipton, white, associate fair-practice examiner, at $3,200 per year; Myra Bunting, white, clerk-stenographer, at $1,800 per annum; and Thelma Horton, Negro, whose classification and salary was either intentionally or inadvertently omitted. Please note that Hope, the Negro, and Tipton, the white, have exactly the same classification, the only distinction being color, and the Negro gets $3,800 and the white $3,200 for the same duties and in the same office, and yet this infernal Committee is designated the Fair Employment Practices Committee.

They were liberal enough to let the regional offices in the deep South have a slight advantage in number of white personnel. In New York, however, the regional office has a personnel of nine, six of whom are Negroes and three whites. The big boss, head of the office, with the classification of regional director, is a Negro at $5,600 per year, and the highest paid white in the office is designated "associate field examiner" at $3,200. His white lady assistant clerk-stenographer gets only $1,620, while her Negro boss draws approximately three and one-half times this amount.

There are four regional directors in the entire United States, one Negro at $5,600 per year and one Negro at $4,600 and two whites at $4,600 per year. You will note in every instance the Negro has the controlling voice and the higher salary with the same classification.

I am wondering if our people have reached the great divide in the path of civilization and have started down the slope to the sunset of the same. I wonder if they have become so spineless—and in this I include the membership of the Congress—and so weak and faint of heart that they will see perish before their eyes all that has made our Nation great, and sleep through the operation being performed on our democratic system of government by the Communists of this country, and let them bury beside the heroes who made the air free for Old Glory to fly, the Stars and Stripes that has stood vigil over their tombs through the years of freedom and progress this Nation has enjoyed.

The greatest responsibility placed on mankind is to keep his race pure; the greatest destroyer of civilization and Christianity is the mongrelization of races. If this bunch of moral lepers is not stopped the depth to which they will bring our citizenry is unpredictable. God made his people as he would have them be, and if you doubt that the full plan and chart of these communistic rats call for a full race adulteration watch the years that are to follow soon, and your complacency so abundantly enjoyed now will stand before you an ugly skeleton of condemnation. I have in the past and expect to in the future warn my people of these dangers and fight these Communist enemies of America as long as I am able to speak.

I hope it will be borne in mind that the Congress had no part in establishing this Committee, nor was this body consulted with regard to the advisability of its establishment; nor has the Congress ever appropriated one dime for the operation of this Committee, the money for its operation being taken from the President's emergency fund.

The President created the Committee by Executive Order No. 9346, May 27, 1943, said Executive order providing:

First. All agencies of the Government of the United States shall include in all contracts a provision obligating the contractor not to discriminate against any employee or applicant for employment because of race, creed, color, or national origin.

Second. All Federal agencies concerned with vocational and training programs for war production shall take all measures appropriate to assure that such programs are administered without discrimination.

Third. The Committee shall formulate policies to achieve the purposes of this order and shall make recommendations to the various Federal departments and agencies. It shall also recommend to the Chairman of the War Manpower Commission appropriate measures for bringing about the full utilization and training of manpower in and for war production without discrimination.

Fourth. The Committee shall receive and investigate complaints of discrimination. It may conduct hearings, make findings of facts, and take appropriate steps to obtain elimination of such discrimination.

Fifth. The Committee shall assume jurisdiction over all complaints and matters pending before the old committee.

Sixth. The Committee shall have the power to promulgate such rules and regulations as may be appropriate or necessary to carry out the provisions of the order.

I have given the full facts as disclosed by the records with regard to this committee's origin, powers, and functions. I leave it to the verdict of the citizenry who make up these United States of ours—

First. Whether this Committee has any place in the orderly progress of our Nation.

Second. Whether the powers granted this committee are beyond that which should be vested in a board of Negroes to exercise against the people of the United States.

Third. Whether the effects of the activities of this Committee create unity or discord and, whether the war effort is advanced or retarded by its existence.

Fourth. Whether the expenditures of these great sums of money can be justified when the people are staggering under the tax load they are now carrying.

MC-FEPC

Proposed Permanent F. E. P. C. Would Outlaw Segregation Laws and Change Economic System

Speech of

Hon. O. C. Fisher

of Texas

in the

House of Representatives

June 20, 1944

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SPEECH
OF
HON. O. C. FISHER

Mr. FISHER. Mr. Speaker, it has just been announced that the Senate has today concurred in the action of the House wherein this body recently, by a vote of 123 to 119, appropriated the sum of $500,000 to pay the salaries and expenses of the Fair Employment Practice Committee during the next fiscal year.

In view of this action, this would seem to be an appropriate time to call the attention of the House to the pending Scanlon-Dawson-LaFollette bills, which would make the Fair Employment Practice Committee, known as the F. E. P. C., a permanent agency of our Government. Hearings on these proposals are now being conducted by the House Committee on Labor, of which I am a member. These bills, if enacted, would, in my judgment, constitute a revolutionary departure from the traditional American system of free enterprise and are so far-reaching that they would indeed be a severe blow at our democratic system of Government. I shall with fairness and candor point to some of the vices which the passage of such a measure would involve.

Since the pending bills provide for a continuation of practically the entire F. E. P. C. set-up as it now is, it is necessary to make some brief references to the existing agency, its personnel, and some of its activities. The gentleman from Georgia [Mr. GIBSON] and the gentleman from Mississippi [Mr. RANKIN] have both recently done a real service to the country by exposing certain facts dealing with the personnel of the F. E. P. C. and the past subversive records of many members of its staff. I shall, by way of summary, repeat and supplement some of those disclosures and then proceed to discuss the pending bills.

EXISTING F. E. P. C. HAS RETARDED WAR EFFORT

The existing F. E. P. C. was created by Executive order a year ago as a temporary wartime agency, presumably intended to aid in solving certain problems pertaining to the distribution and use of manpower in industries engaged in war production. However, this agency in the manner of its operation has in fact actually retarded the war effort. Instead of confining itself to the task of aiding in the solution of certain manpower difficulties, it has busied itself in attempts to break down traditional and time-tested segregation practices between Negroes and whites.

One of the very first things this bureau did after its creation was to attack 22 railroad companies and the 4 brotherhood unions that operate them, for alleged discrimination against Negroes. The F. E. P. C. contended that conductors, engineers, and all other such specialized classes of employees should include Negroes, whether the railroad companies and the unions wanted them and found them to be adaptable in such specific positions or not. This was done even though the railroads and the unions had valid contracts inconsistent with the demands of the F. E. P. C. Finally, 12 of those railroads—the 12 that happened to be in the South—were cited to the President of the United States for discrimination in the respects referred to. It is significant that even though the other railroads have not to this day employed Negro conductors or engineers, they were not cited to the President.

Was that a service calculated to solve for the railroad companies in wartime a manpower problem? It was not. There you have an example of a bureau in Washington, without having on its staff a single executive who had ever operated a railroad or worked on one undertaking to dictate methods of employment and practices contrary to the good business judgment and experience of the companies and the unions. To force such changes in wartime could but cause discontent, irritation and slow-downs and thereby retard the war effort.

Get railroad authority

NONSEGREGATION PRACTICES CAUSED STRIKES

Mr. Speaker, I wonder how many people realize the amount of industrial unrest that has been caused by racial troubles resulting in many instances in lack of regard for proper segregation safeguards. I do not have the figures up to the present time, but I am informed by the Bureau of Labor Statistics that during the year 1943 there were 50 strikes in which racial issues were of major importance. The number of workers involved in these strikes was 65,232 and idleness during the stoppages amounted to 221,114 man-days.

Unions

ATTEMPTS TO FORCE SOCIAL EQUALITY CAUSED STRIKES

Three of the 50 strikes referred to resulted when white workers demanded and were not allowed to have separate toilet and sanitary facilities. I shall refer to but one, The Western Electric Co. case at Baltimore, which will serve to illustrate the policy and attitude of the F. E. P. C. with respect to social aspects of racial and segregation problems.

The Western Electric Co. was engaged in manufacturing wire and cable and had contracts with the Army and Navy. Partitions separating toilets for whites and Negroes had been removed and the employees filed a protest. A strike was threatened and the F. E. P. C. entered the picture. With a strike in the offing, what did the F. E. P. C. do to prevent it and solve the problem? That agency issued the following strike-provoking announcement:

> The Committee (F. E. P. C.) takes the position that in the circumstances of this case, where there are frequent and temporary transfers of workers from department to department, such installing of segregated duplicate facilities cannot but lead to discriminatory employment practice, and would be in violation of Executive Order 9346.

There, Mr. Speaker, is a concrete case where the F. E. P. C. held that to require separate toilet facilities for whites and Negroes "cannot but lead to discriminatory employment practices." As a result of that position and the fact that separate facilities were not provided, a strike occurred which lasted for 17 days and involved over 3,000 workers. The Government finally had to take over the plant.

Can it be said that the F. E. P. C. did not there by its policy help to foment a strike that retarded the war effort and take a position in favor of a form of social equality?

would encourage violations of Executive orders which would be a great breakage after the war effort

THE DALLAS NEWS CASE

A number of cases could be cited wherein the F. E. P. C. has gone so far afield as to undertake to violate the constitutional right of freedom of the press by dictating to newspapers that they could not specify in their classified advertisements the color or nationality of people wanted for certain types of employment. But I shall refer in particular to the Dallas News case as an example. In that instance the News carried the following classified advertisement:

> Wanted colored man to work at night as a paper handler. Essential industry.

One Leonard M. Brin, the F. E. P. C. regional director at Dallas, acting for the agency, directed the Dallas News to desist from mentioning "whites" or "colored" in such advertisements. The News very properly challenged the legality of such a ridiculous decree, and the F. E. P. C. backed down on the ground, alone, that the newspaper was not a war industry. But by the terms of the pending bills to make the agency permanent, the war industry feature would make no difference whatever and such an order would stand.

whites were being [illegible]

SIXTY-FIVE PERCENT OF F. E. P. C. EMPLOYEES ARE NEGROES

Under the terms of the pending bills, the entire staff of the present agency, except for the Committee members who would have to be reappointed and confirmed, would be transferred to and would operate the permanent agency. Who are those people?

To begin with, it is important to note that of the 110 employees and Committee members, two-thirds of the total number are Negroes, and the average annual salary paid to each is $3,015—more than $1,000 in excess of what the average civil-service employee in this country receives. How does it happen, Mr. Speaker, that although Negroes comprise less than 10 percent of our population, 65 percent of the personnel of this bureau are Negroes? Is this not a case of discrimination against white people?

[illegible]

MANY F. E. P. C. EMPLOYEES HAVE SUBVERSIVE RECORDS

Let us take a look at the Committee. Four of the six in that group are whites, two are Negroes. One of the white men on the Committee is Boris Shishkin. He has been connected with the Washington Book Shop, found by the House Committee on Un-American Activities to be a Communist-front organization, and which was cited by the Attorney General as subversive.

Another member is Charles H. Houston, colored, who has been affiliated with a number of movements found to be subversive by the Attorney General and the House Committee on Un-American Activities.

In view of this is it any wonder that radical papers, such as PM and the Communist Daily Worker, are so outspoken in favor of F. E. P. C.?

What about the Washington Post - Star -

But let us take a look at the employees of the Bureau. In the office of the chairman, including himself, there are six employees, three of whom are Negroes. In this office the associate fair practice examiner is a Negro.

In the administrative office in Washington, there are 11 employed, everyone of whom, including the administrative officer in charge, is a Negro. Their decisions and activities may effect employment practices in private industry all over America. Being all Negroes and passing primarily on Negro complaints, can they be expected to be fair and unbiased? Yet that is the kind of an outfit that would be perpetuated and clothed with almost unlimited authority if the pending bills were enacted into law. Would it not be more proper to term it the "Unfair Employment Practice Committee?"

What about the Supreme Court

In the office of the Operations Section of F. E. P. C. there are seven Negroes and six whites. One of the six white men is named Emanuel Bloch, classed as the senior examiner. He is the same Emanuel Bloch who on March 16, 1942, addressed the citizens' committee in the interest of having Earl Browder freed. That citizens' committee which he addressed has been branded by the Attorney General as subversive. In addition, that same man was a sponsor of the National Federation for Constitutional Liberties, found by the Attorney General of the United States to be subversive.

REVIEW AND ANALYSIS SECTION

The F. E. P. C. has what is known as the Review and Analysis Section. There are 10 employees there, 7 of whom are Negroes. The Director of that Section, John A. Davis, and his two Associate Directors, are Negroes. Marjorie Lawson, an associate director, is, according to the records of the House Committee on Un-American Activities, a member of a Communist-front organization known as the Washington Committee for Democratic Action, branded by the Attorney General as subversive.

There are two in the legal division, both of whom are Negroes. The chief counsel there is now the vice president of the Lawyers Guild, which, according to a report filed by the House Committee on Un-American Activities on March 29, 1944, is subversive.

Another branch contains hearing examiners. There are six in that branch, five of whom are Negroes.

REGIONAL OFFICES

Under the national set-up, F. E. P. C. has 11 regional offices where complaints of discrimination are received and serviced, with many being sent on to Washington for review and final action. Seven of the 11 regional directors are Negroes.

Among these is Edward Lawson, regional director in New York, drawing $5,600 per year. Who is he? He is the same Edward Lawson who signed the Communist Party petition in New York in 1942 and participated in the All-Southern Youth Conference, an affiliate of the National Negro Congress. The latter organization was found to be subversive by the Attorney General of the United States.

The field examiner, a white man, in the New York regional office, is named Samuel Risk. He also signed the Communist Party petition in New York in 1939–1940.

Is it any wonder, Mr. Speaker, that the C. I. O. and its political action committee are using every type of pressure and coercion on the Members of Congress in behalf of F. E. P. C.? Is it any wonder that the C. I. O. political action group, headed by Russian-born Sidney Hillman, supported by a board of directors including Harry Bridges and many others with Communist records, is making a fight in favor of this outfit?

PERMANENT F. E. P. C. PROPOSAL WOULD REGIMENT FREE ENTERPRISE

As a member of the House Committee on Labor, where since June 1 hearings have been held on these bills, after hearing witness after witness supporting the proposals describe the United States of America as a land of fascism and oppression, I have been made to wonder what induced so many millions of oppressed and opportunity-seeking people to ever voluntarily come here in the first place. To listen to some of the social reformers testify, you would conclude that every immigrant to this country has been defrauded and misled.

I am made to wonder why many of these people who speak of our system of private enterprise with such bitterness and scorn do not—instead of trying to revolutionize our American way of life—seek a haven in some foreign country where the ideas of freedom and economic opportunity would be more to their liking.

I charge, Mr. Speaker, that the effect of the creation of a permanent F. E. P. C., as has been proposed, would be to completely revolutionize the traditional American system of free enterprise. It would substitute in its place a system of tyrannical regimentation. It would, by the use of bureaucratic coercion and intimidation, place this bureau in a position to stifle individual initiative in this country. It would deprive American businessmen who create jobs of that freedom of choice in the selection of employees, which right has been the backbone of the success of our competitive system of free enterprise. It would take from employers the right to exercise sound business judgment in choosing workers, upon the soundness of which judgment depends in many instances whether a business is a success or a failure. Especially would that be true of small businesses.

America, Mr. Speaker, is a land of keen competition. Because men are constantly putting to use better business acumen in selecting, training, classifying, and replacing, if need be, employees who are found to be more loyal and who will produce more than others, we have made progress and achieved a high standard of living. That is the way in which we have made progress. That is the American way. The proposed F. E. P. C. would stifle that traditional method.

Under our system every person, black or white, has a chance to show his worth in the field of activity where he is better able and more suited to work and produce. It is true that there is not in this country that brand of economic equality that there is in Russia. The Russians have their own system and they have a right to choose their own system. But does the fact such a system may be satisfactory to the people of Russia mean that we in America, under a democratic system of government, should adopt a plank from Russia's economic system with respect to the equality of economic opportunity? It is also true there is not in this country state socialism and governmental paternalism as there has been in Germany. Yet the proposed F. E. P. C. is a bold step in that direction. Ours is a system of competition, a system of hard work where as a general rule you get the job and keep it or get another or a better one if you are suited for the job and can deliver the goods. I prefer that system. But the F. E. P. C. bills would change that and allow an employee to depend on a bureau in Washington rather than efficiency to hold his job or secure a promotion.

WHAT A PERMANENT F. E. P. C. COULD DO

Mr. Speaker, the proposed permanent F. E. P. C. would be operated by a commission of six men, each receiving $10,000 per year.

That commission would have the power to legislate by making rules and regulations that would have the force and effect of law, and which by the terms of the pending bills would hardly be assailable by Congress. This is another bold attempt to allow a bureau to usurp legislative functions and break down the separation of the powers of the three branches of our Government. This is a bold attempt to subject our people to a government of men rather than of laws.

F. E. P. C. COULD SEARCH WITHOUT PROBABLE CAUSE

Another assault on the Constitution by these bills is the provision, clearly unconstitutional, which would give to this bureau, acting itself or through an agent, the blanket authority, with no hint of need for probable cause or even a search warrant, to enter an office or a place of business and there make copies of private papers, where the individual whose place is searched has been the object of a complaint by a disgruntled job seeker claiming discrimination. If objection should be made to the demands of the intruder, such could be classified as "interference," and by the terms of these bills, subject the one who objected to imprisonment for a year and a fine of $1,000.

Wagner Act

F. E. P. C. COULD WRECK A BUSINESS

By the terms of these bills a man employing as many as five people and engaged in interstate commerce—and the Supreme Court has held most businesses are—may have but scant freedom of choice in selecting another clerk. Suppose, for example, one is engaged in a ladies ready-to-wear business, within the scope of these bills, and advertises for a clerk. What could happen? Suppose a Negro woman and a white woman should apply. Suppose the man hires the white woman and the disappointed Negro woman complains to the F. E. P. C. that she has been discriminated against because of her color. The store operator denies discrimination and says he hired the white woman because she is acceptable to his customers, whereas the Negro woman would not be and, if employed,

Assumption not a fact

Who sponsors the Bill—
Are they communist—
Let us see? Well the Congressman [illegible]

would probably cause his business to be a failure.

Now, who would pass on that issue? Who would decide if there were discrimination? Who would resolve the contest? Would it be for a jury in a local court to decide the question of whether that man's business investment would be a failure? Oh, no. That question of fact under these bills would be finally resolved by the six members of the F. E. P. C. sitting in Washington. Oh, but they say that action could be reviewed by a Federal circuit court of appeals. That is true, but appellate courts give much credance to fact-finding agencies that see and hear the witnesses Moreover, in the State of Texas, for example, such an appeal would have to be taken to the nearest circuit court, which sits in New Orleans. Such an appeal would take much money and time, and the harassed businessman would probably be broke long before he could hope for a review, with perhaps a thousand cases ahead of his. If the F. E. P. C. should hold the Negro was discriminated against, these bills provide the bewildered employer could be ordered to pay her back wages from the date she applied for the job.

Yes, Mr. Speaker; these is contained in these bills the death knell for the traditional American right to use one's own good judgment and common sense, even in a small business, in the selection of employees.

REFORMERS ARE DOING DISSERVICE TO NEGROES

It is true the Negroes were brought here without their consent from the dark jungles of Africa. During the past 75 years tremendous economic progress has been made for them and by them in the South where most of them live. There they are, in the main, happy and content. Free schools have been provided. Working opportunities to fit their social status and abilities have been afforded them. Even now, with the Negroes comprising less than 10 percent of our population, 7.2 percent of workers in war industries are Negroes. No race has made so much progress in so short a time.

But now we have the outside influences creeping in and trying to do by propaganda, force, and coercion what only time, education, and experience can hope to do—that is, the further elevation of the Negro's standard of living and economic progress. Much of that agitation is undoubtedly Communist-inspired. Many of them seek to force social equality upon the South and to outlaw the time-tested methods of orderly progress.

These agitators and their fellow travelers are not realistic and don't want to be. They are doing a decided disservice to the colored people of the South. Under the guise of preventing discrimination they are undertaking to array the black against the white, and in their ruthless methods can but arouse racial hatreds and bitterness, which can only work to the disadvantage of the colored race.

MUST BE REALISTIC IN DEALING WITH NEGRO PROBLEM

I say again, they are not realistic. Many of them view with contempt the reality of the fact that there is a natural God-made social barrier that separates the two races. Abraham Lincoln recognized that fact, and said so in no uncertain terms. While there are occasional exceptions, the Negroes in general are simply not qualified for doing what these social reformers who are supporting these bills would by force of law have them do. As proof of that deficiency on the part of the great majority of colored people, we need but to examine the records of the National Selective Service. Of the first 3,000,000 men examined for selective service, the records show that out of each 1,000 Negroes examined, 176.7 were afflicted with syphilis, while but 11.7 out of each 1,000 white men were so afflicted; 36.5 Negroes out of that 1,000 were afflicted with other venereal diseases, while but 3.4 whites were so disabled.

[illegible]
Supporting
FEPC
Well-meaning
[illegible]

Of each 1,000 Negroes examined, 108.9 were disabled because of mental and educational deficiency and mental diseases, while out of a similar number of whites only 53.8 were unacceptable for a like reason.

These conditions are unfortunate and corrective measures should be taken, but they are nevertheless real. And a Negro-dominated bureau in Washington cannot by orders and decrees remove those and many other impediments and practical problems that militate against an arbitrarily imposed coequal, and uniform treatment of the Negro and the white.

WHAT ABOUT THE CONSTITUTION?

Mr. Speaker, what has become of the American Constitution? What has become of the due-process clause that is supposed to mean something and protect people's property rights in this country? What has happened to the constitutional protection against unreasonable searches and seizures? What has become of the sanctity of contract rights about which the Constitution speaks? When has the constitutional freedom of the press become such a mockery? When has there been a change from the constitutional requirement that the Congress—not a bureau such as the F. E. P. C.—shall do the legislating for the government of the people?

F. E. P. C. IS ATTEMPT TO CREATE NEW ORDER IN AMERICA

In these pending bills to make F. E. P. C. permanent, Mr. Speaker, in the altruistic name of legislating against discrimination, a bold attempt is made—and I am not referring to the authors of the bills—by one fell swoop to revolutionize the American system of competitive free enterprise.

Here is an attempt to substitute force and governmental paternalism for common sense, business acumen, and experience.

Here is an attempt to bypass and nullify every segregation law in the land and to virtually prohibit others from being enacted.

Here is an attempt to force upon the American people a new order and exchange private initiative for bureaucratic compulsion.

Here is an attempt, while our gallant men are away on the beachheads of Normandy and in Saipan, and on a hundred other battle fronts, struggling and giving their lives for the survival of freedom, liberty, and the American way of life, to uproot those basic pillars of American democracy.

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OFFICIAL LIST OF MEMBERS

OF THE

HOUSE OF REPRESENTATIVES *of the* UNITED STATES

AND THEIR PLACES OF RESIDENCE

SEVENTY-EIGHTH CONGRESS - - - - - JUNE 22, 1944

Compiled by SOUTH TRIMBLE, Clerk of the House of Representatives

Democrats in roman (216); Republicans in *italics* (212); Farmer-Labor in SMALL CAPS (1); Progressives in CAPITALS (2); American Labor in *ITALIC CAPITALS* (1); vacancies (3) 16th Calif., 7th Ill., 3d La.; total, 435. Those marked * served in the Seventy-seventh Congress. Those marked † served in a previous Congress. Those marked ‡ are Members elected from newly created districts. Those marked ¶ were Members of the Seventy-eighth Congress. In States which lost Members due to redistricting, those marked ‖ were not candidates for renomination, and those marked § indicate 2 districts were consolidated requiring 2 incumbent Members to be candidates for the same district. Predecessors of incoming Members in heavy brackets [ ].

ALABAMA

1.	Frank W. Boykin*	Mobile.
2.	George M. Grant*	Troy.
3.	George W. Andrews[1] [Henry B. Steagall¶]	Union Springs.
4.	Sam Hobbs*	Selma.
5.	Joe Starnes*	Guntersville.
6.	Pete Jarman*	Livingston.
7.	Carter Manasco*	Jasper.
8.	John J. Sparkman*	Huntsville.
9.	John P. Newsome [Luther Patrick]	Birmingham.

ARIZONA

AT LARGE

Richard F. Harless‡	Phoenix.
John R. Murdock*	Tempe.

ARKANSAS

1.	E. C. Gathings*	West Memphis.
2.	Wilbur D. Mills*	Kensett.
3.	J. William Fulbright [Clyde T. Ellis]	Fayetteville.
4.	Fadjo Cravens*	Fort Smith.
5.	Brooks Hays [David D. Terry]	Little Rock.
6.	W. F. Norrell*	Monticello.
7.	Oren Harris*	El Dorado.

CALIFORNIA

1.	Clarence F. Lea*	Santa Rosa.
2.	Clair Engle[2] [*Harry L. Englebright*¶]	Red Bluff.
3.	*J. Leroy Johnson* [Frank H. Buck]	Stockton.
4.	*Thomas Rolph**	San Francisco.
5.	*Richard J. Welch**	San Francisco.

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[1] Elected Mar. 14, 1944, to fill vacancy caused by the death of Henry B. Steagall, Nov. 22, 1943.

[2] Elected Aug. 31, 1943, to fill vacancy caused by the death of Harry L. Englebright, May 13, 1943.

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CALIFORNIA—Continued

6. *Albert E. Carter**	Oakland.
7. John H. Tolan*	Oakland.
8. *John Z. Anderson**	San Juan Bautista.
9. *Bertrand W. Gearhart**	Fresno.
10. Alfred J. Elliott*	Tulare.
11. George E. Outland‡	Santa Barbara.
12. Jerry Voorhis*	San Dimas.
13. *Norris Poulson* [Charles Kramer]	Los Angeles.
14. Thomas F. Ford*	Los Angeles.
15. John M. Costello*	Hollywood.
16. ——— ———[1] [Will Rogers, Jr.¶]	
17. Cecil R. King*	Los Angeles.
18. *Ward Johnson**	Long Beach.
19. Chet Holifield‡	Montebello.
20. *Carl Hinshaw**	Pasadena.
21. Harry R. Sheppard*	Yucaipa.
22. *John Phillips*‡	Banning.
23. Ed. V. Izac*	San Diego.

COLORADO

1. *Dean M. Gillespie* [2] [Lawrence Lewis¶]	Denver.
2. *William S. Hill**	Fort Collins.
3. *J. Edgar Chenoweth**	Trinidad.
4. *Robert F. Rockwell**	Paonia.

CONNECTICUT

1. *William J. Miller*† [Herman P. Kopplemann].	Wethersfield.
2. *John D. McWilliams* [William J. Fitzgerald].	Norwich.
3. *Ranulf Compton* [James A. Shanley]	Madison.
4. *Clare Boothe Luce* [Le Roy D. Downs]	Greenwich.
5. *Joseph E. Talbot**	Naugatuck.

AT LARGE

B. J. Monkiewicz† [Lucien J. Maciora]	New Britain.

DELAWARE

AT LARGE

Earle D. Willey [Philip A. Traynor]	Dover.

FLORIDA

1. J. Hardin Peterson*	Lakeland.
2. Emory H. Price‡	Jacksonville.
3. Robert L. F. Sikes*	Crestview.
4. Pat Cannon*	Miami.
5. Joe Hendricks*	De Land.

AT LARGE

Lex Green*	Starke.

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[1] Vacancy caused by the resignation of Will Rogers, Jr., May 23, 1944.

[2] Elected Mar. 7, 1944, to fill vacancy caused by the death of Lawrence Lewis, Dec. 9, 1943.

GEORGIA

1.	Hugh Peterson*	Ailey.
2.	E. E. Cox*	Camilla.
3.	Stephen Pace*	Americus.
4.	A. Sidney Camp*	Newnan.
5.	Robert Ramspeck*	Atlanta.
6.	Carl Vinson*	Milledgeville.
7.	Malcolm C. Tarver*	Dalton.
8.	John S. Gibson*	Douglas.
9.	B. Frank Whelchel*	Gainesville.
10.	Paul Brown*	Elberton.

IDAHO

1.	Compton I. White*	Clark Fork.
2.	*Henry C. Dworshak**	Burley.

ILLINOIS

1.	William L. Dawson [Arthur W. Mitchell]	Chicago.
2.	William A. Rowan [Raymond S. McKeough].	Chicago.
3.	*Fred E. Busbey* [Edward A. Kelly]	Chicago.
4.	Martin Gorski [Harry P. Beam]	Chicago.
5.	Adolph J. Sabath*	Chicago.
6.	Thomas J. O'Brien† [Anton F. Maciejewski].	Chicago.
7.	——— ———[1] [Leonard W. Schuetz†]	
8.	Thomas S. Gordon [Leo Kocialkowski]	Chicago.
9.	*Charles S. Dewey**	Chicago.
10.	*Ralph E. Church*† [*George A. Paddock*]	Evanston.
11.	*Chauncey W. Reed**	West Chicago.
12.	*Noah M. Mason**	Oglesby.
13.	*Leo E. Allen**	Galena.
14.	*Anton J. Johnson**	Macomb.
15.	*Robert B. Chiperfield**	Canton.
16.	*Everett M. Dirksen**	Pekin.
17.	*Leslie C. Arends**	Melvin.
18.	*Jessie Sumner**	Milford.
19.	*Rolla C. McMillen*[2] [*William H. Wheat*†].	Decatur.
20.	*Sid Simpson* [James M. Barnes]	Carrollton.
21.	*Evan Howell**	Springfield.
22.	*Calvin D. Johnson* [Edwin M. Schaefer]	Belleville.
23.	*Charles W. Vursell* [Laurence F. Arnold]	Salem.
24.	*James V. Heidinger**	Fairfield.
25.	*C. W. (Runt) Bishop**	Carterville.

AT LARGE

*Stephen A. Day** [*William G. Stratton* ‖]	Evanston.

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[1] Vacancy caused by the death of Leonard W. Schuetz, Feb. 13, 1944.

[2] Elected June 13, 1944, to fill vacancy caused by the death of William H. Wheat, Jan. 16, 1944.

INDIANA

1.	Ray J. Madden [William T. Schulte]	Gary.
2.	*Charles A. Halleck**	Rensselaer.
3.	*Robert A. Grant**	South Bend.
4.	*George W. Gillie**	Fort Wayne.
5.	*Forest A. Harness**	Kokomo.
6.	*Noble J. Johnson**	Terre Haute.
7.	*Gerald W. Landis**	Linton.
8.	*Charles M. LaFollette* [John W. Boehne, Jr.].	Evansville.
9.	*Earl Wilson**	Huron.
10.	*Raymond S. Springer**§ [William H. Larrabee§].	Connersville.
11.	Louis Ludlow*	Indianapolis.

IOWA

1.	*Thomas E. Martin**	Iowa City.
2.	*Henry O. Talle**§ [William S. Jacobsen§]	Decorah.
3.	*John W. Gwynne**	Waterloo.
4.	*Karl M. LeCompte**	Corydon.
5.	*Paul Cunningham**	Des Moines.
6.	*Fred C. Gilchrist**	Laurens.
7.	*Ben F. Jensen**	Exira.
8.	*Charles B. Hoeven* [*Harry E. Narey*]	Alton.

KANSAS

1.	*William P. Lambertson**	Fairview.
2.	*Errett P. Scrivner*[1] [*U. S. Guyer*¶]	Kansas City.
3.	*Thomas D. Winter**	Girard.
4.	*Edward H. Rees**§ [John M. Houston§]	Emporia.
5.	*Clifford R. Hope**	Garden City.
6.	*Frank Carlson**	Concordia.

KENTUCKY

1.	Noble J. Gregory*	Mayfield.
2.	Beverly M. Vincent*	Brownsville.
3.	Emmet O'Neal*	Louisville.
4.	*Chester O. Carrier*[2] [Edward W. Creal¶]	Leitchfield.
5.	Brent Spence*	Fort Thomas.
6.	Virgil Chapman*	Paris.
7.	Andrew J. May*	Prestonsburg.
8.	Joe B. Bates*	Greenup.
9.	*John M. Robsion**	Barbourville.

LOUISIANA

1.	F. Edward Hébert*	New Orleans.
2.	Paul H. Maloney† [Hale Boggs]	New Orleans.
3.	——— ———[3] [James Domengeaux¶]	
4.	Overton Brooks*	Shreveport.
5.	Charles E. McKenzie [Newt V. Mills]	Monroe.
6.	James H. Morrison [Jared Y. Sanders, Jr.]	Hammond.
7.	Henry D. Larcade, Jr. [Vance Plauché]	Opelousas.
8.	A. Leonard Allen*	Winnfield.

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[1] Elected Sept. 14, 1943, to fill vacancy caused by the death of U. S. Guyer, June 5, 1943.

[2] Elected Nov. 30, 1943, to fill vacancy caused by the death of Edward W. Creal, Oct. 13, 1943.

[3] Vacancy caused by the resignation of James Domengeaux, Apr. 15, 1944.

MAINE

1. *Robert Hale* [*James C. Oliver*] ---------- Portland.
2. *Margaret Chase Smith** ---------- Skowhegan.
3. *Frank Fellows** ---------- Bangor.

MARYLAND

1. David J. Ward* ---------- Salisbury.
2. H. Streett Baldwin [William P. Cole, Jr.] -- Hydes.
3. Thomas D'Alesandro, Jr.* ---------- Baltimore.
4. *Daniel Ellison* [John A. Meyer] ---------- Baltimore.
5. Lansdale G. Sasscer* ---------- Upper Marlboro.
6. *J. Glenn Beall* [Katharine E. Byron] ---- Frostburg.

MASSACHUSETTS

1. *Allen T. Treadway** ---------- Stockbridge.
2. *Charles R. Clason** ---------- Springfield.
3. Philip J. Philbin [Joseph E. Casey] ---------- Clinton.
4. *Pehr G. Holmes** ---------- Worcester.
5. *Edith Nourse Rogers** ---------- Lowell.
6. *George J. Bates** ---------- Salem.
7. Thomas J. Lane* ---------- Lawrence.
8. *Angier L. Goodwin* [Arthur D. Healey] --- Melrose.
9. *Charles L. Gifford** ---------- Cotuit.
10. *Christian A. Herter* [*George Holden Tinkham*]. Boston.
11. James M. Curley† [Thomas H. Eliot; Thomas A. Flaherty‖]. Boston.
12. John W. McCormack* ---------- Dorchester.
13. *Richard B. Wigglesworth** ---------- Milton.
14. *Joseph W. Martin, Jr.** ---------- North Attleboro.

MICHIGAN

1. George G. Sadowski† [Rudolph G. Tenerowicz]. Detroit.
2. *Earl C. Michener** ---------- Adrian.
3. *Paul W. Shafer** ---------- Battle Creek.
4. *Clare E. Hoffman** ---------- Allegan.
5. *Bartel J. Jonkman** ---------- Grand Rapids.
6. *William W. Blackney** ---------- Flint.
7. *Jesse P. Wolcott** ---------- Port Huron.
8. *Fred L. Crawford** ---------- Saginaw.
9. *Albert J. Engel** ---------- Muskegon.
10. *Roy O. Woodruff** ---------- Bay City.
11. *Fred Bradley** ---------- Rogers City.
12. *John B. Bennett* [Frank E. Hook] ---------- Ontonagon.
13. George D. O'Brien* ---------- Detroit.
14. Louis C. Rabaut* ---------- Grosse Pointe Park.
15. John D. Dingell* ---------- Detroit.
16. John Lesinski* ---------- Dearborn.
17. *George A. Dondero** ---------- Royal Oak.

MINNESOTA

1. _August H. Andresen_* ---------- Red Wing.
2. _Joseph P. O'Hara_* ---------- Glencoe.
3. _Richard P. Gale_* ---------- Mound.
4. _Melvin J. Maas_* ---------- St. Paul.
5. _Walter H. Judd_ [_Oscar Youngdahl_] ------ Minneapolis.
6. _Harold Knutson_* ---------- St. Cloud.
7. _H. Carl Andersen_* ---------- Tyler.
8. _William A. Pittenger_* ---------- Duluth.
9. HAROLD C. HAGEN [R. T. BUCKLER] ---- Crookston.

MISSISSIPPI

1. John E. Rankin* ---------- Tupelo.
2. Jamie L. Whitten* ---------- Charleston.
3. William M. Whittington* ---------- Greenwood.
4. Thomas G. Abernethy [Aaron Lane Ford]. Okolona.
5. Arthur Winstead [Ross A. Collins] ------ Philadelphia.
6. William M. Colmer* ---------- Pascagoula.
7. Dan R. McGehee* ---------- Meadville.

MISSOURI

1. _Wat Arnold_ [Milton A. Romjue] ------- Kirksville.
2. _Max Schwabe_ [William L. Nelson] ------ Columbia.
3. _William C. Cole_ [Richard M. Duncan] --- St. Joseph.
4. C. Jasper Bell* ---------- Blue Springs.
5. Roger C. Slaughter [Joseph B. Shannon]. Kansas City.
6. _Marion T. Bennett_[1] [_Phil A. Bennett_¶] -- Springfield.
7. _Dewey Short_* ---------- Galena.
8. _William P. Elmer_ [Clyde Williams] ----- Salem.
9. Clarence Cannon* ---------- Elsberry.
10. Orville Zimmerman* ---------- Kennett.
11. _Louis E. Miller_ [John B. Sullivan] ------ St. Louis.
12. _Walter C. Ploeser_* ---------- St. Louis.
13. John J. Cochran* ---------- St. Louis.

MONTANA

1. Mike Mansfield [_Jeannette Rankin_] ----- Missoula.
2. James F. O'Connor* ---------- Livingston.

NEBRASKA

1. _Carl T. Curtis_*§ [_Oren S. Copeland_§] ---- Minden.
2. _Howard H. Buffett_ [Charles F. McLaughlin]. Omaha.
3. _Karl Stefan_* ---------- Norfolk.
4. _A. L. Miller_ [Harry B. Coffee] --------- Kimball.

NEVADA

AT LARGE

Maurice J. Sullivan [James G. Scrugham] Reno.

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[1] Elected Jan. 12, 1943, to fill vacancy caused by the death of Phil A. Bennett, Dec. 7, 1942.

NEW HAMPSHIRE

1.	*Chester E. Merrow* [*Arthur B. Jenks*]	Center Ossipee.
2.	*Foster Stearns**	Hancock.

NEW JERSEY

1.	*Charles A. Wolverton**	Merchantville.
2.	Elmer H. Wene*	Vineland.
3.	*James C. Auchincloss* [William H. Sutphin].	Rumson.
4.	*D. Lane Powers**	Trenton.
5.	*Charles A. Eaton**	Watchung.
6.	*Donald H. McLean**	Elizabeth.
7.	*J. Parnell Thomas**	Allendale.
8.	*Gordon Canfield**	Paterson.
9.	*Harry L. Towe* [*Frank C. Osmers, Jr.*]	Rutherford.
10.	*Fred A. Hartley, Jr.**	Kearny.
11.	*Frank L. Sundstrom* [*Albert L. Vreeland*]	East Orange.
12.	*Robert W. Kean**	Livingston.
13.	Mary T. Norton*	Jersey City.
14.	Edward J. Hart*	Jersey City.

NEW MEXICO

AT LARGE

Clinton P. Anderson*	Albuquerque.
Antonio M. Fernandez‡	Santa Fe.

NEW YORK

1.	*Leonard W. Hall**	Oyster Bay.
2.	William B. Barry*	St. Albans.
3.	Joseph L. Pfeifer*	Brooklyn.
4.	John J. Rooney [1] [Thomas H. Cullen¶]	Brooklyn.
5.	James J. Heffernan*	Brooklyn.
6.	Andrew L. Somers*	Brooklyn.
7.	John J. Delaney*	Brooklyn.
8.	Donald L. O'Toole*	Brooklyn.
9.	Eugene J. Keogh*	Brooklyn.
10.	Emanuel Celler*	Brooklyn.
11.	*Ellsworth B. Buck*, [2] [James A. O'Leary¶]	Stapleton.
12.	Samuel Dickstein*	New York City.
13.	Louis J. Capozzoli*	New York City.
14.	Arthur G. Klein*	New York City.
15.	Thomas F. Burchill [Michael J. Kennedy].	New York City.
16.	James H. Fay† [*William T. Pheiffer*]	New York City.
17.	*Joseph Clark Baldwin**	New York City.
18.	Martin J. Kennedy*	New York City.
19.	Sol Bloom*	New York City.
20.	*VITO MARCANTONIO**	New York City.
21.	James H. Torrens [3] [Joseph A. Gavagan¶]	New York City.
22.	Walter A. Lynch*	New York City.

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[1] Elected June 6, 1944, to fill vacancy caused by the death of Thomas H. Cullen, Mar. 1, 1944.

[2] Elected June 6, 1944, to fill vacancy caused by the death of James A. O'Leary, Mar. 16, 1944.

[3] Elected Feb. 29, 1944, to fill vacancy caused by the resignation of Joseph A. Gavagan, Dec. 30, 1943.

NEW YORK—Continued

23.	Charles A. Buckley*	New York City.
24.	James M. Fitzpatrick*	New York City.
25.	*Ralph A. Gamble**	Larchmont.
26.	*Hamilton Fish**	Newburgh.
27.	*Jay LeFevre* [*Lewis K. Rockefeller*]	New Paltz.
28.	William T. Byrne*	Loudonville.
29.	*Dean P. Taylor* [*E. Harold Cluett*]	Troy.
30.	*Bernard W. (Pat) Kearney* [*Frank Crowther*].	Gloversville.
31.	*Clarence E. Kilburn**	Malone.
32.	*Hadwen C. Fuller*[1] [*Francis D. Culkin* ¶]	Parish.
33.	*Fred J. Douglas**	Utica.
34.	*Edwin Arthur Hall**	Binghamton.
35.	*Clarence E. Hancock**	Syracuse.
36.	*John Taber**	Auburn.
37.	*W. Sterling Cole**	Bath.
38.	*Joseph J. O'Brien**	East Rochester.
39.	*James W. Wadsworth**	Geneseo.
40.	*Walter G. Andrews**	Buffalo.
41.	*Joseph Mruk* [Alfred F. Beiter]	Buffalo.
42.	*John C. Butler**	Buffalo.
43.	*Daniel A. Reed**	Dunkirk.

AT LARGE

Matthew J. Merritt*	Malba (Flushing).
Winifred C. Stanley [Caroline O'Day]	Buffalo.

NORTH CAROLINA

1.	Herbert C. Bonner*	Washington.
2.	John H. Kerr*	Warrenton.
3.	Graham A. Barden*	New Bern.
4.	Harold D. Cooley*	Nashville.
5.	John H. Folger*	Mount Airy.
6.	Carl T. Durham*	Chapel Hill.
7.	J. Bayard Clark*	Fayetteville.
8.	W. O. Burgin*	Lexington.
9.	Robert L. Doughton*	Laurel Springs.
10.	Cameron Morrison†‡	Charlotte.
11.	Alfred L. Bulwinkle*	Gastonia.
12.	Zebulon Weaver*	Asheville.

NORTH DAKOTA

AT LARGE

*Usher L. Burdick**	Williston.
William Lemke† [*Charles R. Robertson*]	Fargo.

OHIO

1.	*Charles H. Elston**	Cincinnati.
2.	*William E. Hess**	Cincinnati.
3.	*Harry P. Jeffrey* [Greg Holbrock]	Dayton.
4.	*Robert F. Jones**	Lima.
5.	*Cliff Clevenger**	Bryan.
6.	*Edward O. McCowen* [Jacob E. Davis]	Wheelersburg.

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[1] Elected Nov. 2, 1943, to fill vacancy caused by the death of Francis D. Culkin, Aug. 4, 1943.

OHIO—Continued

7.	*Clarence J. Brown**	Blanchester.
8.	*Frederick C. Smith**	Marion.
9.	*Homer A. Ramey* [John F. Hunter]	Toledo.
10.	*Thomas A. Jenkins**	Ironton.
11.	*Walter E. Brehm* [Harold K. Claypool]	Logan.
12.	*John M. Vorys**	Columbus.
13.	*Alvin F. Weichel* [*A. D. Baumhart, Jr.*]	Sandusky.
14.	*Ed Rowe* [Dow W. Harter]	Akron.
15.	*P. W. Griffiths* [Robert T. Secrest]	Marietta.
16.	*Henderson H. Carson* [William R. Thom]	Canton.
17.	*J. Harry McGregor**	West Lafayette.
18.	*Earl R. Lewis*† [Lawrence E. Imhoff]	St. Clairsville.
19.	Michael J. Kirwan*	Youngstown.
20.	Michael A. Feighan [Martin L. Sweeney]	Cleveland.
21.	Robert Crosser*	Cleveland.
22.	*Frances P. Bolton**	Lyndhurst.

AT LARGE

*George H. Bender**§ [Stephen M. Young§]	Cleveland Heights.

OKLAHOMA

1.	Wesley E. Disney*	Tulsa.
2.	William G. Stigler[1] [Jack Nichols ¶]	Stigler.
3.	Paul Stewart [Wilburn Cartwright]	Antlers.
4.	Lyle H. Boren*	Seminole.
5.	A. S. Mike Monroney* [Will Rogers‖ (at large)].	Oklahoma City.
6.	Jed Johnson*	Anadarko.
7.	Victor Wickersham*	Mangum.
8.	*Ross Rizley**	Guymon.

OREGON

1.	*James W. Mott**	Salem.
2.	*Lowell Stockman* [Walter M. Pierce]	Pendleton.
3.	*Homer D. Angell**	Portland.
4.	*Harris Ellsworth*‡	Roseburg.

PENNSYLVANIA

1.	*James Gallagher* [Leon Sacks]	Philadelphia.
2.	*Joseph M. Pratt*[2] [James P. McGranery¶]	Philadelphia.
3.	Michael J. Bradley*	Philadelphia.
4.	John Edward Sheridan*	Philadelphia.
5.	*C. Frederick Pracht* [Francis R. Smith]	Philadelphia.
6.	Francis J. Myers*	Philadelphia.
7.	*Hugh D. Scott, Jr.**	Philadelphia.
8.	*James Wolfenden**	Upper Darby.
9.	*Charles L. Gerlach**	Allentown.
10.	*J. Roland Kinzer**	Lancaster.
11.	John W. Murphy [Veronica Boland]	Dunmore.
12.	*Thomas Byron Miller**	Plymouth.
13.	*Ivor D. Fenton**	Mahanoy City.

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[1] Elected Mar. 28, 1944, to fill vacancy caused by the resignation of Jack Nichols, July 3, 1943.

[2] Elected Jan. 18, 1944, to fill vacancy caused by the resignation of James P. McGranery, Nov. 17, 1943.

PENNSYLVANIA—Continued

14.	Daniel K. Hoch [Guy L. Moser]	Reading.
15.	*Wilson D. Gillette** [*Robert F. Rich*‖]	Towanda.
16.	Thomas E. Scanlon*	Pittsburgh.
17.	*Samuel K. McConnell, Jr.*[1] [*J. William Ditter*¶].	Penn Wynne.
18.	*Richard M. Simpson**	Huntingdon.
19.	*John C. Kunkel**	Harrisburg.
20.	*Leon H. Gavin* [*Benjamin Jarrett*]	Oil City.
21.	Francis E. Walter*	Easton.
22.	*Chester H. Gross*† [Harry L. Haines]	Manchester.
23.	*D. Emmert Brumbaugh*[2] [*James E. Van Zandt*¶].	Claysburg.
24.	J. Buell Snyder*	Perryopolis
25.	Grant Furlong [Charles I. Faddis]	Donora.
26.	*Louis E. Graham**	Beaver.
27.	*Harve Tibbott**	Ebensburg.
28.	Augustine B. Kelley*	Greensburg.
29.	*Robert L. Rodgers**	Erie.
30.	Samuel A. Weiss*	Glassport.
31.	Herman P. Eberharter*	Pittsburgh.
32.	James A. Wright* [Elmer J. Holland‖]	Brentwood (Pittsburgh).

AT LARGE

	William I. Troutman‡	Shamokin.

RHODE ISLAND

1.	Aime J. Forand*	Cumberland.
2.	John E. Fogarty*	Harmony.

SOUTH CAROLINA

1.	L. Mendel Rivers*	North Charleston.
2.	Hampton P. Fulmer*	Orangeburg.
3.	Butler B. Hare*	Saluda.
4.	Joseph R. Bryson*	Greenville.
5.	James P. Richards*	Lancaster.
6.	John L. McMillan*	Florence.

SOUTH DAKOTA

1.	*Karl E. Mundt**	Madison.
2.	*Francis Case**	Custer.

TENNESSEE

1.	*B. Carroll Reece**	Johnson City.
2.	*John Jennings, Jr.**	Knoxville.
3.	Estes Kefauver*	Chattanooga.
4.	Albert Gore*	Carthage.
5.	Jim McCord‡	Lewisburg.
6.	J. Percy Priest*	Nashville.
7.	Wirt Courtney*	Franklin.
8.	Tom Murray [Herron Pearson]	Jackson.
9.	Jere Cooper*	Dyersburg.
10.	Clifford Davis*	Memphis.

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[1] Elected Jan. 18, 1944, to fill vacancy caused by the death of J. William Ditter, Nov. 21, 1943.

[2] Elected Nov. 2, 1943, to fill vacancy caused by the resignation of James E. Van Zandt, Sept. 24, 1943.

TEXAS

1.	Wright Patman*	Texarkana.
2.	Martin Dies*	Orange.
3.	Lindley Beckworth*	Gilmer.
4.	Sam Rayburn*	Bonham.
5.	Hatton W. Sumners*	Dallas.
6.	Luther A. Johnson*	Corsicana.
7.	Nat Patton*	Crockett.
8.	Albert Thomas*	Houston.
9.	Joseph J. Mansfield*	Columbus.
10.	Lyndon B. Johnson*	Johnson City.
11.	W. R. Poage*	Waco.
12.	Fritz G. Lanham*	Fort Worth.
13.	Ed Gossett*	Wichita Falls.
14.	Richard M. Kleberg*	Corpus Christi.
15.	Milton H. West*	Brownsville.
16.	R. Ewing Thomason*	El Paso.
17.	Sam M. Russell*	Stephenville.
18.	Eugene Worley*	Shamrock.
19.	George H. Mahon*	Colorado City.
20.	Paul J. Kilday*	San Antonio.
21.	O. C. Fisher [Charles L. South]	San Angelo.

UTAH

1.	Walter K. Granger*	Cedar City.
2.	J. W. Robinson*	Provo.

VERMONT

AT LARGE

*Charles A. Plumley**	Northfield.

VIRGINIA

1.	Schuyler Otis Bland*	Newport News.
2.	Winder R. Harris*	Norfolk.
3.	Dave E. Satterfield, Jr.*	Richmond.
4.	Patrick H. Drewry*	Petersburg.
5.	Thomas G. Burch*	Martinsville.
6.	Clifton A. Woodrum*	Roanoke.
7.	A. Willis Robertson*	Lexington.
8.	Howard W. Smith*	Alexandria.
9.	John W. Flannagan, Jr.*	Bristol.

WASHINGTON

1.	Warren G. Magnuson*	Seattle.
2.	Henry M. Jackson*	Everett.
3.	*Fred Norman* [Martin F. Smith]	Raymond.
4.	*Hal Holmes* [Knute Hill]	Ellensburg.
5.	*Walt Horan* [Charles H. Leavy]	Wenatchee.
6.	John M. Coffee*	Tacoma.

WEST VIRGINIA

1.	*Andrew C. Schiffler*† [Robert L. Ramsay]	Wheeling.
2.	Jennings Randolph*	Elkins.
3.	*Edward G. Rohrbough* [Andrew Edmiston]	Glenville.
4.	*Hubert S. Ellis* [George W. Johnson]	Huntington.
5.	John Kee*	Bluefield.
6.	Joe L. Smith*	Beckley.

WISCONSIN

1.	*Lawrence H. Smith**	Racine.
2.	HARRY SAUTHOFF*	Madison.
3.	*William H. Stevenson**	La Crosse.
4.	Thad F. Wasielewski*	Milwaukee.
5.	Howard J. McMurray [*Lewis D. Thill*]	Milwaukee.
6.	*Frank B. Keefe**	Oshkosh.
7.	*Reid F. Murray**	Ogdensburg.
8.	LaVern R. Dilweg [*Joshua L. Johns*]	Green Bay.
9.	MERLIN HULL*	Black River Falls.
10.	*Alvin E. O'Konski* [BERNARD J. GEHRMANN]	Mercer.

WYOMING

AT LARGE

Frank A. Barrett [John J. McIntyre]	Lusk.

ALASKA

DELEGATE

Anthony J. Dimond*	Valdez.

HAWAII

DELEGATE

Joseph R. Farrington [*Samuel W. King*]	Honolulu.

COMMONWEALTH OF THE PHILIPPINES

RESIDENT COMMISSIONER

Joaquin M. Elizalde*[1]	Manila.

PUERTO RICO

RESIDENT COMMISSIONER

Bolívar Pagán*[2]	San Juan.

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[1] No political affiliation; appointed Sept. 29, 1938, to succeed Quintin Paredes, who resigned Sept. 29, 1938; to serve indefinitely.

[2] Coalitionist; elected Nov. 5, 1940, for 4 years.

LIST OF SENATORS, BY STATES

Democrats in roman (58); Republicans in *italic* (37); Progressive in CAPITALS (1); total, 96.

Alabama—John H. Bankhead 2d and Lister Hill.
Arizona—Carl Hayden and Ernest W. McFarland.
Arkansas—Hattie W. Caraway and John L. McClellan.
California—*Hiram W. Johnson* and Sheridan Downey.
Colorado—Edwin C. Johnson and *Eugene D. Millikin.*
Connecticut—Francis Maloney and *John A. Danaher.*
Delaware—James M. Tunnell and *C. Douglass Buck.*
Florida—Charles O. Andrews and Claude Pepper.
Georgia—Walter F. George and Richard B. Russell.
Idaho—D. Worth Clark and *John Thomas.*
Illinois—Scott W. Lucas and *C. Wayland Brooks.*
Indiana—*Raymond E. Willis* and Samuel D. Jackson.[1]
Iowa—Guy M. Gillette and *George A. Wilson.*
Kansas—*Arthur Capper* and *Clyde M. Reed.*
Kentucky—Alben W. Barkley and Albert B. Chandler.
Louisiana—John H. Overton and Allen J. Ellender.
Maine—*Wallace H. White, Jr.,* and *Owen Brewster.*
Maryland—Millard E. Tydings and George L. Radcliffe.
Massachusetts—David I. Walsh and *Sinclair Weeks.*[2]
Michigan—*Arthur H. Vandenberg* and *Homer Ferguson.*
Minnesota—*Henrik Shipstead* and *Joseph H. Ball.*
Mississippi—Theodore G. Bilbo and James O. Eastland.
Missouri—Bennett Champ Clark and Harry S. Truman.
Montana—Burton K. Wheeler and James E. Murray.
Nebraska—*Hugh Butler* and *Kenneth S. Wherry.*
Nevada—Pat McCarran and James G. Scrugham.
New Hampshire—*Styles Bridges* and *Charles W. Tobey.*
New Jersey—*Albert W. Hawkes* and Arthur Walsh.[3]
New Mexico—Carl A. Hatch and Dennis Chavez.
New York—Robert F. Wagner and James M. Mead.
North Carolina—Josiah W. Bailey and Robert R. Reynolds.
North Dakota—*Gerald P. Nye* and *William Langer.*
Ohio—*Robert A. Taft* and *Harold H. Burton.*
Oklahoma—Elmer Thomas and *E. H. Moore.*
Oregon—*Rufus C. Holman* and *Guy Cordon.*[4]
Pennsylvania—*James J. Davis* and Joseph F. Guffey.
Rhode Island—Peter G. Gerry and Theodore Francis Green.
South Carolina—Ellison D. Smith and Burnet R. Maybank.
South Dakota—*Chan Gurney* and *Harlan J. Bushfield.*
Tennessee—Kenneth McKellar and Tom Stewart.
Texas—Tom Connally and W. Lee O'Daniel.
Utah—Elbert D. Thomas and Abe Murdock.
Vermont—*Warren R. Austin* and *George D. Aiken.*
Virginia—Carter Glass and Harry Flood Byrd.
Washington—Homer T. Bone and Mon C. Wallgren.
West Virginia—Harley M. Kilgore and *Chapman Revercomb.*
Wisconsin—ROBERT M. LA FOLLETTE, JR., and *Alexander Wiley.*
Wyoming—Joseph C. O'Mahoney and *Edward V. Robertson.*

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[1] Appointed Jan. 28, 1944, to fill vacancy caused by the death of Frederick Van Nuys, Jan. 25, 1944.
[2] Appointed Feb. 8, 1944, to fill vacancy caused by the resignation of Henry Cabot Lodge, Jr., Feb. 3, 1944.
[3] Appointed Nov. 26, 1943, to fill vacancy caused by the death of W. Warren Barbour, Nov. 22, 1943.
[4] Appointed Mar. 4, 1944, to fill vacancy caused by the death of Charles L. McNary, Feb. 25, 1944.

Statistical digest of results at the general election on Nov. 3, 1942, in the various States affecting Members of the Seventy-seventh Congress

State	Senate (class II Senators)					House of Representatives							
	Reelected		New Members		Total	Reelected				New Members			Total
	D.	R.	D.	R.		D.	R.	A. L.	Prog.	D.	R.	F-L.	
Alabama	1				1	8				1			9
Arizona						1				1			2
Arkansas			1		1	5				2			7
California						9	8			3	3		23
Colorado	1	[2] 1			2	1	3						4
Connecticut							1				5		6
Delaware				1	1						1		1
Florida						5				1			6
Georgia	1				1	10							10
Idaho		1			1	1	1						2
Illinois		1			1	2	14			5	5		26
Indiana						1	8			1	1		11
Iowa				1	1		7				1		8
Kansas		1			1		6						6
Kentucky	1				1	8	1						9
Louisiana	1				1	4				4			8
Maine		1			1		2				1		3
Maryland						3				1	2		6
Massachusetts		1			1	2	8			2	2		14
Michigan				1	1	4	11			1	1		17
Minnesota				1	1		7				1	1	9
Mississippi			1		1	5				2			7
Missouri						4	3			1	5		13
Montana	1				1	1				1			2
Nebraska				1	1		2				2		4
Nevada			[1] 1		1					1			1
New Hampshire		1			1		1				1		2
New Jersey				1	1	3	8				3		14
New Mexico	1				1	1				1			2
New York						21	16	1		2	5		45
North Carolina	1				1	11				1			12
North Dakota							1				1		2
Ohio						2	11			1	9		23
Oklahoma				1	1	6	1			1			8
Oregon		1			1		2				2		4
Pennsylvania						11	14			3	5		33
Rhode Island	1				1	2							2
South Carolina	1				1	6							6
South Dakota				1	1		2						2
Tennessee	1				1	6	2			2			10
Texas	1				1	20				1			21
Utah						2							2
Vermont							1						1
Virginia	1				1	9							9
Washington						3					3		6
West Virginia				1	1	3					3		6
Wisconsin						1	4		2	2	1		10
Wyoming				1	1						1		1
Total	13	8	3	10	34	181	145	1	2	41	64	1	435

[1] Class III Senator; interim appointee elected. [2] Class I Senator; interim appointee defeated for election.

RECAPITULATION

SENATE

Democrats	57
Republicans	38
Progressive	1
Total membership	96
Democrats succeeded by Democrats	3
Democrats succeeded by Republicans	8
Republican succeeded by Republican	1
Independent succeeded by Republican	1
Total new Members	13
Class I and class III Senators (not candidates for reelection in 1942)	62
Democrats reelected	13
Republicans reelected	8
Total membership	96

Statistical digest of results at the general election on Nov. 3, 1942, in the various States affecting Members of the Seventy-seventh Congress—Continued

RECAPITULATION—Continued

HOUSE OF REPRESENTATIVES

Democrats	222
Republicans	209
Farmer-Labor	1
Progressives	2
American Labor	1
Total membership	435
Democrats reelected (marked *)	181
Republicans reelected (marked *)	145
Progressives reelected (marked *)	2
American Labor reelected (marked *)	1
New Democrats:	
Democrats succeeded by Democrats	29
Republicans succeeded by Democrats	5
Democrats elected in new congressional districts	7
Total new Democrats	41
New Republicans:	
Republicans succeeded by Republicans	15
Democrats succeeded by Republicans	45
Progressives succeeded by Republicans	1
New Republicans—Continued.	
Republicans elected in new congressional districts	3
Total new Republicans	64
New Farmer-Labor: Farmer-Labor succeeded by Farmer-Labor	1
Total membership	435

NOTE.—A summary showing changes made by adding new and abolishing old congressional districts, and included in above recapitulation follows:

Democrats elected from new districts (marked ‡)	7
Republicans elected from new districts (marked ‡)	3
Districts consolidated or abolished requiring 2 incumbent Members (marked §) to be candidates from the same district and are included in the recapitulation above	5
Districts abolished due to redistricting:	
Democrats not candidates (marked ‖)	3
Republicans not candidates (marked ‖)	2

POLITICAL DIVISIONS OF THE U. S. SENATE AND HOUSE OF REPRESENTATIVES FROM 1855 (34th CONG.) TO 1943–45 (78th CONG.)

Congress		Senate					House of Representatives				
		Number of Senators	Republicans	Democrats	Other parties	Vacant	Number of Representatives	Republicans	Democrats	Other parties	Vacant
34th	1855–1857	62	15	42	5	-------	234	108	83	43	-------
35th	1857–1859	64	20	39	5	-------	237	92	131	14	-------
36th	1859–1861	66	26	38	2	-------	237	113	101	23	-------
37th	1861–1863	50	31	11	7	1	178	106	42	28	2
38th	1863–1865	51	39	12	-------	-------	183	103	80	-------	-------
39th	1865–1867	52	42	10	-------	-------	191	145	46	-------	-------
40th	1867–1869	53	42	11	-------	-------	193	143	49	-------	1
41st	1869–1871	74	61	11	-------	2	243	170	73	-------	-------
42d	1871–1873	74	57	17	-------	-------	243	139	104	-------	-------
43d	1873–1875	74	54	19	-------	1	293	203	88	-------	2
44th	1875–1877	76	46	29	-------	1	293	107	181	3	2
45th	1877–1879	76	39	36	1	-------	293	137	156	-------	-------
46th	1879–1881	76	33	43	-------	-------	293	128	150	14	1
47th	1881–1883	76	37	37	2	-------	293	152	130	11	-------
48th	1883–1885	76	40	36	-------	-------	325	119	200	6	-------
49th	1885–1887	76	41	34	-------	1	325	140	182	2	1
50th	1887–1889	76	39	37	-------	-------	325	151	170	4	-------
51st	1889–1891	84	47	37	-------	-------	330	173	156	1	-------
52d	1891–1893	88	47	39	2	-------	333	88	231	14	-------
53d	1893–1895	88	38	44	3	3	357	126	220	8	-------
54th	1895–1897	88	44	39	5	-------	357	246	104	7	-------
55th	1897–1899	90	46	34	10	-------	357	206	134	16	1
56th	1899–1901	90	53	26	11	-------	357	185	163	9	-------
57th	1901–1903	90	56	29	3	2	357	198	153	5	1
58th	1903–1905	90	58	32	-------	-------	386	207	178	-------	1
59th	1905–1907	90	58	32	-------	-------	386	250	136	-------	-------
60th	1907–1909	92	61	29	-------	2	386	222	164	-------	-------
61st	1909–1911	92	59	32	-------	1	391	219	172	-------	-------
62d	1911–1913	92	49	42	-------	1	391	162	228	1	-------
63d	1913–1915	96	44	51	1	-------	435	127	290	18	-------
64th	1915–1917	96	39	56	1	-------	435	193	231	8	3
65th	1917–1919	96	42	53	1	-------	435	216	210	9	-------
66th	1919–1921	96	48	47	1	-------	435	237	191	7	-------
67th	1921–1923	96	59	37	-------	-------	435	300	132	1	2
68th	1923–1925	96	51	43	2	-------	435	225	207	3	-------
69th	1925–1927	96	54	40	1	1	435	247	183	5	-------
70th	1927–1929	96	48	47	1	-------	435	237	195	3	-------
71st	1929–1931	96	56	39	1	-------	435	267	163	1	4
72d	1931–1933	96	48	47	1	-------	435	220	[1] 214	1	-------
73d	1933–1935	96	36	59	1	-------	435	117	313	5	-------
74th	1935–1937	96	25	69	2	-------	435	103	322	10	-------
75th	1937–1939	96	17	75	4	-------	435	89	333	13	-------
76th	1939–1941	96	23	69	4	-------	435	169	262	4	-------
77th	1941–1943	96	28	66	2	-------	435	162	267	6	-------
78th	1943–1945	96	38	57	1	-------	435	209	222	4	-------

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[1] Democrats organized House, due to Republican deaths.

SENATORS, REPRESENTATIVES, AND RESIDENT COMMISSIONER TO THE SEVENTY-EIGHTH CONGRESS WHO HAVE DIED OR RESIGNED, AND THEIR SUCCESSORS

Name	Died	Resigned	Successor	Sworn in
SENATORS				
W. Warren Barbour, N. J.	Nov. 22, 1943		Arthur Walsh[1]	Dec. 3, 1943
Frederick Van Nuys, Ind.	Jan. 25, 1944		Samuel D. Jackson[1]	Jan. 31, 1944
Henry Cabot Lodge, Jr., Mass.		Feb. 3, 1944	*Sinclair Weeks*[1]	Feb. 15, 1944
Charles L. McNary, Oreg.	Feb. 25, 1944		*Guy Cordon*[1]	Mar. 13, 1944
REPRESENTATIVES				
Phil A. Bennett, 6th Mo.	Dec. 7, 1942		*Marion T. Bennett*	Jan. 21, 1943
Harry L. Englebright, 2d Calif.	May 13, 1943		Clair Engle	Sept. 22, 1943
U. S. Guyer, 2d Kans.	June 5, 1943		*Errett P. Scrivner*	Sept. 29, 1943
Jack Nichols, 2d Okla.		July 3, 1943	William G. Stigler	Apr. 12, 1944
Francis D. Culkin, 32d N. Y.	Aug. 4, 1943		*Hadwen C. Fuller*	Nov. 10, 1943
James E. Van Zandt, 23d Pa.		Sept. 24, 1943	*D. Emmert Brumbaugh*	Nov. 22, 1943
Edward W. Creal, 4th Ky.	Oct. 13, 1943		*Chester O. Carrier*	Dec. 10, 1943
James P. McGranery, 2d Pa.		Nov. 17, 1943	*Joseph M. Pratt*	Feb. 8, 1944
J. William Ditter, 17th Pa.	Nov. 21, 1943		*Samuel K. McConnell, Jr.*	Feb. 8, 1944
Henry B. Steagall, 3d Ala.	Nov. 22, 1943		George W. Andrews	Mar. 20, 1944
Lawrence Lewis, 1st Colo.	Dec. 9, 1943		*Dean M. Gillespie*	Mar. 30, 1944
Joseph A. Gavagan, 21st N. Y.		Dec. 30, 1943	James H. Torrens	Mar. 9, 1944
William H. Wheat, 19th Ill.	Jan. 16, 1944		*Rolla C. McMillen*	
Leonard W. Schuetz, 7th Ill.	Feb. 13, 1944			
Thomas H. Cullen, 4th N. Y.	Mar. 1, 1944		John J. Rooney	June 15, 1944
James A. O'Leary, 11th N. Y.	Mar. 16, 1941		*Ellsworth B. Buck*	June 14, 1944
James Domengeaux, 3d La.		Apr. 15, 1944		
Will Rogers, Jr., 16th Calif.		May 23, 1944		

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[1] Appointed by Governor to fill vacancy until successor is elected.

AC-FEPC
Bill

79th Congress, 1st Session } HOUSE OF REPRESENTATIVES { Report No. 187

THE FAIR EMPLOYMENT PRACTICE ACT

February 20, 1945.—Committed to the Committee of the Whole House on the state of the Union and ordered to be printed

Mrs. Norton, from the Committee on Labor, submitted the following

REPORT

[To accompany H. R. 2232]

The Committee on Labor, to whom was referred the bill (H. R. 2232) to prohibit discrimination in employment because of race, creed, color, national origin, or ancestry, having considered the same, report favorably thereon without amendment and recommend that the bill do pass.

One of the principal objectives of the tragic war in which we are now engaged is to establish the principle that all men, no matter what their religion, color, or national origin, are born with the right to freedom to worship and work to safeguard their spiritual and economic welfare. The men and women of America hold this belief so dear that they are fighting and dying on the battlefields of the world to uphold it. When the war comes to a victorious end, and our men and women return to peacetime occupations from the battlefields and from the production of war materials, there must be equal opportunity for all. The men who have fought for economic freedom for peoples throughout the world will not, and should not, be satisfied with anything less in our own country.

Let it be clearly understood this bill has for its purpose economic opportunity only. The opponents of the bill are attempting to confuse the issue by bringing up the question of social equality. We repeat, there is nothing in the bill concerned with anything other than economic equality.

The Presidential candidates of both parties specifically pledged themselves to support of a permanent Fair Employment Practice Commission. At the beginning of this session of the Seventy-ninth Congress, 13 bills, having the same purpose, were introduced and referred to the committee. The provisions of 10 of these bills are identical. The bills are as follows: H. R. 481, introduced by Mr. LaFollette, of Indiana; H. R. 679, by Mr. Baldwin of New York; H. R. 700 by Mr. Dawson, of Illinois; H. R. 1370, by Mr. Hook, of

Michigan; H. R. 1575, by Mr. Dirksen, of Illinois; H. R. 1743, by Mr. Powell, of New York; H. R. 1762, by Mr. Bender, of Ohio; H. R. 1806, by Mrs. Douglas of California; H. R. 1815, by Mr. Clason, of Massachusetts; and H. R. 1894, by Mr. Doyle, of California. The bill H. R. 523, introduced by the chairman, was based very largely on the provisions of the above identical bills.

These proposals were considered by a subcommittee composed of Mr. Randolph, of West Virginia; Mr. Patterson, of California; Mr. Geelan, of Connecticut; Mr. Powell, of New York; Mr. Baldwin of New York; Mr. McConnell, of Pennsylvania; and Mr. Adams, of New Hampshire. After full consideration, the subcommittee recommended to the full committee a bill embodying the best features of all of the above proposals. Upon completion of comprehensive discussion by the full committee of the recommended bill, the committee requested the chairman to introduce, as a committee bill, a bill carrying out these recommendations. It is that bill, H. R. 2232, which is herewith reported.

Analysis of the Bill

The following is an analysis, section by section, of the recommendations of the committee.

SECTION 1. SHORT TITLE

This section gives the act its title, the Fair Employment Practice Act.

SECTION 2. FINDINGS AND DECLARATION OF POLICY

This section sets forth the underlying factual basis and policy for the regulation provided by the bill. The Congress finds that discrimination in employment because of race, creed, color, national origin, or ancestry (1) leads to interracial tension and conflict, (2) forces large segments of our population permanently into substandard conditions of living, (3) creates a drain upon the resources of the Nation, (4) causes a diminution of employment and wages which disrupts the market for goods in commerce, all of which (5) burden, hinder, and obstruct commerce.

SECTION 3. DEFINITIONS

This section defines in ordinary terms the words, person, labor union, commerce, affecting commerce, and Commission. The term employer is defined, however, to exclude all employers of five or less employees.

SECTION 4. RIGHT TO FREEDOM FROM DISCRIMINATION IN EMPLOYMENT

This section declares that the right to work free from discrimination is an "immunity" of the citizens of the United States, which shall not be abridged by any Federal or State agency.

SECTION 5. UNFAIR EMPLOYMENT PRACTICES DEFINED

This section seeks to outlaw discriminatory practices by three major groups, private employers, labor unions, and agencies of the

Federal Government. It forbids discrimination in every incident of the employment relationship. Thus it would make unlawful a discriminatory refusal to hire, refer, upgrade, promote, or classify properly. It is designed to forbid wage differentials based upon race, discriminatory transfers, or assignments, discriminatory discharges, and discrimination in the application of seniority rules. It likewise seeks to ban the various devices by which discrimination is effected. The bill also forbids an employer to confine his hiring to any source that discriminates.

The section also seeks to forbid discriminatory practices by trade unions. It forbids them to deny membership because of race, creed, color, national origin, or ancestry or to discriminate among members because of such facts.

In addition, the section seeks to protect those persons who suffer discrimination not because of race or creed, but because they seek to assist their fellow employees who belong to a minority group. Thus it forbids discrimination against employees who oppose discrimination or who assist in any proceeding under the bill.

Having stated the objective of extirpating every form of discrimination in employment, no matter how occasioned, devised, or motivated, it should likewise clearly be stated what the bill does not seek to do. The bill is not concerned with matters other than employment, such as housing, education, recreation, transportation, political rights, or social relationships.

SECTION 6. FAIR EMPLOYMENT PRACTICE COMMISSION

This section creates a quasi-judicial agency to be known as the Fair Employment Practice Commission, to consist of five members appointed by the President for 5-year terms with the advice and consent of the Senate. The original members will serve, however, for terms ranging from 1 to 5 years. Commissioners will receive $10,000 a year. When a quorum of the new Commission has taken office, the present Committee on Fair Employment Practice created by Executive order 9346 will go out of existence, but its records, employees, and unexpended appropriations will be transferred to the new Commission.

SECTION 7. PREVENTION OF UNFAIR EMPLOYMENT PRACTICES

The Commission is empowered to prevent the proscribed unfair employment practices by the issuance of cease-and-desist orders. The procedure devised by this section for the issuance of such orders follows closely that of other administrative agencies. Thus the section provides for the filing of charges with the Commission, the holding of hearings before it, the making of findings of fact, the issuance of cease-and-desist orders.

The Commission is empowered to prevent those unfair employment practices which are committed by Federal agencies or by Federal contractors or which affect commerce.

SECTION 8. JUDICIAL REVIEW

This section incorporates, by reference, the procedure for judicial review and enforcement of the Commission's orders, which is now applicable to the orders of the National Labor Relations Board. The technical, common-law rules of evidence will not be binding upon the Commission, but in conformity with existing judicial doctrine it will receive or consider only the type of evidence which—

> usually affects fair-minded men in the conduct of their daily and important affairs (*Bene* v. *F. T. C.*, 229 Fed. 468).

Any party aggrieved by a final order of the Commission may, on his own initiative, obtain a review of such order in the circuit courts.

No penalty is provided for a violation of an order of the Commission. If, however, a court commands obedience to such an order, violation of the court's decree will be punishable as a contempt of court.

SECTION 9. INVESTIGATORY POWERS

This section confers upon the Commission the customary powers of subpena and administration of oaths. The subpenas are enforceable in the Federal district courts.

SECTION 10. RULES AND REGULATIONS

This section empowers the Commission to issue regulations necessary to carry out the provisions of the act, but provides that the two Houses of Congress may disapprove any regulation by the adoption of a concurrent resolution within 60 days after the issuance of such regulation. After adoption of such a resolution the Commission would be barred from issuing another regulation having the same effect as the one disapproved. Thus continual congressional supervision of the Commission's regulations is provided for.

SECTION 11. GOVERNMENT CONTRACTS

This section continues the existing requirement of Executive Order 9346 issued by the President, that every contract to which the Federal Government is a party shall contain a covenant obligating the contractor and his subcontractors not to discriminate in employment because of race, creed, color, national origin, or ancestry. This obligation is in effect only during the period of time required for the performance of the contract.

This section also provides that in the discretion of the Commission it may require that a person found to have violated any of the provisions of the act shall be barred from receiving another Government contract for a period of not to exceed 1 year. This section is based upon a similar provision in the Walsh-Healey Act of 1936 (41 U. S. C. 35).

SECTION 12. ENFORCEMENT OF ORDERS DIRECTED TO GOVERNMENT AGENCIES

This section provides for a means of enforcing the Commission's orders against Federal agencies or their officers who have been found to be guilty of discriminatory employment practices. The Commission is empowered to request the President to take any action he deems appropriate to obtain compliance with the order of the Commission. Thus the President may discharge summarily any Federal employee or officer who, in the President's opinion, has willfully failed to obey an order of the Commission.

A Federal agency named as a respondent in a Commission order will have no right of appeal to the courts.

SECTION 13. WILLFUL INTERFERENCE WITH COMMISSION AGENTS

This section, customary in comparable regulatory statutes, protects agents of the Commission from physical harm as willful interference. This section is not applicable to the committing of unfair employment practices or the violation of the orders of the Commission.

SECTION 14. SEPARABILITY CLAUSE

This section expresses the intent of Congress that the act shall be deemed separable in the event of a decision of unconstitutionality affecting only a portion of the act.

Mary T. Norton.
Jennings Randolph.
Augustine B. Kelley.
Frank E. Hook.
Ellis E. Patterson.
James P. Geelan.
William J. Green, Jr.
Adam C. Powell, Jr.
Richard J. Welch.
Joseph Clark Baldwin.
Samuel K. McConnell, Jr.
Sherman Adams.

MINORITY VIEWS OF REPRESENTATIVE CLARK FISHER, OF TEXAS

I am wholly unable to agree with the members of the Labor Committee who voted to report H. R. 2232. The bill sets up a permanent Fair Employment Practice Commission, composea of five members with 5-year overlapping terms, each member to draw an annual salary of $10,000. The proposal makes it unlawful for any employer engaged in interstate commerce having more than five employees to refuse to hire, to discharge, or to refuse to promote any employee or applicant for employment because of such person's race, creed, color, national origin, or ancestry. It forbids labor unions from excluding from membership or from expelling any person for a like reason.

By the terms of section 10 of the bill the Congress would delegate to the Fair Employment Practice Commission the power to enact its own rules and regulations, including its own rules of evidence to be used in the trial of cases. A provision is inserted, however, to the effect that when new rules are announced by the Fair Employment Practice Commission the Congress may, by concurrent resolution, veto such rules, provided such action should be completed within 60 days from the date the rules were made. If, however, the resolution should not be introduced and passed within the time limit, or if the President should veto it and his veto should not be overridden, the rules would automatically become effective and would no longer be subject to review by the Congress.

The Fair Employment Practice Commission could, according to the bill, designate one of its members or designate any number of agents, any one of whom could be empowered to conduct trials against employers anywhere in the land. There is no limit on the number of such agents who could be appointed. Witnesses could be subpenaed and forced to attend from any place in America. The qualifications of such one-man courts would be determined not by Congress but by the Fair Employment Practice Commission in accordance with its rule-making power. The Commission or any of its agents would, according to section 9 of the bill, have the power to enter private business places and there conduct searches, examine and copy any evidence of any person being investigated or proceeded against by such agent. The bill makes no requirement as to probable cause for such search or the need for a search warrant. If the victim should "willfully resist, prevent, impede, or interfere" with such a search, he would thereby become a criminal and subject to a fine of not more than $5,000 or by imprisonment for not more than 1 year, or both (sec. 13).

Section 6 (f) of the measure provides that all employees of the present Fair Employment Practice Commission shall be transferred to, and become employees of, the permanent Fair Employment Practice Commission. This means that the Congress by the passage of this bill would of its own initiative endorse, approve, and rehire each and every present employee of the Fair Employment Practice Commission. The names of said employees are set out on page 258 of the hearings. It might not be amiss to point out that said employees include a number who have subversive records, according to the records of the House Committee on Un-American Activities and according to the findings made by the Attorney General of the United States.

A businessman or farmer against whom a disappointed job seeker should file a complaint would not, if this bill should be enacted, be allowed a jury trial. He could not seek redress in local courts. He would be at the complete mercy of the Fair Employment Practice Commission in Washington and the agent who happened to be in charge of his prosecution. If found guilty, the victim could be forced to desist from the practice complained of and, in addition, could be forced to hire, rehire, or promote the complainant, as the case might be, with back wages from the time the alleged act of discrimination occurred.

But the proponents point with pride to section 8 of the bill and say it is not so bad after all because the victim is entitled to have his conviction reviewed by the courts. They imply that such right would protect the defendant against injustices that might be imposed upon him by the denial of the right of a trial by jury. That contention, however, is very misleading. It is one of the many "jokers" in the bill. Section 8 is really hollow and meaningless, as everyone knows who has studied it. What does section 8 provide and what protection does it give to the employer? It provides Fair Employment Practice Commission enforcement orders are subject to judicial review—

> in the same manner, to the same extent, and subject to the same provisions of law, as in the case of the National Labor Relations Board.

What does the National Labor Relations Act provide in cases of judicial review? The act provides that the defendant may petition—

> any circuit court of appeals of the United States * * *, or if all the circuit courts of appeal to which application may be made are in vacation, any district court of the United States * * *.

Now, what would the circuit court pass on where a "judicial review" is requested by the victim of a Fair Employment Practice Commission order? The court would pass only on the regularity of the general procedure followed in the case—whether a complaint was properly filed, etc. But section 10 (e) of the act provides:

> The findings of the Board as to the facts, if supported by evidence, shall be conclusive.

In other words, the reviewing court would not have the power to pass on the credibility of witnesses who testify in the hearings before the Fair Employment Practice Commission agent. It would not pass on the truth or falsity of testimony. It would not pass on the issue of whether it should be considered a trumped-up lawsuit by a blackmailer or shyster. It would not pass on the fallacy of the findings made by the Fair Employment Practice Commission agent and the bureau in Washington. It would not be permitted to pass judgment on the effect the Fair Employment Practice Commission order might have on the defendant's business or on the morale of other employees. No; the court is allowed only to examine the record in such a case to ascertain if the order objected to is "supported by evidence," and if the technical proceedings were complied with.

In such a case the testimony of the disgruntled job seeker, to the effect that he was qualified to fill the position sought, etc., and was denied a job or was discharged "because of his race," would in itself sustain the order because the order would then be "supported by evidence." That would be true regardless of what the employer's evidence might be. Therefore, for all practical purposes the right of "judicial review" means exactly nothing insofar as the protection of the rights of the employers is concerned. I, therefore, repeat for emphasis: The wisdom of employment practices and the valuable property rights of employers would, by the terms of this bill, be at the complete mercy of the whims and prejudices of the Fair Employment Practice Commission and its agents. Their findings on the facts "sustained by evidence" would be subject to no review whatever in the courts.

The bill gives the Fair Employment Practice Commission jurisdiction over all Government agencies. This would include control over all employees of the District of Columbia, and would apply to school teachers, firemen, and policemen. It would also apply to Members of Congress and to the Judiciary.

Section 4 of the bill attempts to give the new bureau jurisdiction over the States and over "an instrumentality or creature of the United States or of any State." That is, of course, directed at the various State highway departments, counties, cities, school boards, etc.—all of which are "creatures" of the State.

My reasons therefore for opposing H. R. 2232 include the following:

I

The bill would delegate tremendous legislative and judicial powers to a Government bureau whose decisions and orders would be supreme. Those powers of control and regimentation would vitally affect the private property rights of the people against whom they should be exercised. Moreover, the victims of such arbitrary actions would have no recourse or control over the men who would thus judge them and govern them. Such a scheme is contrary to my concept of the meaning of democratic representative government.

II

The measure would set up a colossal peacetime bureaucracy. It would authorize the indiscriminate employment of employees and agents without limitation as to number. It is a move to perpetuate and make permanent a temporary, wartime agency and to prolong its existence long after the emergency ends. It delegates to that agency increased and dangerous powers of control and regimentation far beyond anything ever before proposed in this country. The bill should appeal to those who believe in government by bureaucracy and others who do not have faith in government by representatives of the sovereign people who are responsible to the will of the people being governed.

III

The bill is a departure from the traditional American system of free enterprise with respect to the right that has always been enjoyed by employers to use their own sound judgment and discretion in selecting loyal and capable employees. Under the American system of competitive free enterprise, a man has been able to excel and make progress because of his ability to judge men and surround himself with employees whom he could trust and who would produce more and better goods and services. It is through that system of competition and improvement that private enterprise has succeeded in America when it has failed in other countries. It therefore follows that the proposal to deprive the businessman and farmer affected by this bill of the basic privilege of passing judgment on the choice of his employees, and of transferring that final determination to a bureau in Washington, smacks strongly of totalitarianism.

IV

The bill, if enacted, is extremely unfair to the Negro race in America, for whose alleged benefit it is designed. The measure would be unenforceable. Its attempted enforcement would have the natural effect of resulting in strikes, riots, and violence and bringing about racial prejudices and discrimination. It is manifestly unfair to the American Negro because it would retard his progress and would be calculated to foment racial feeling and bitterness against him.

V

The proposal, if enacted, would set the stage for a new era of racketeering and blackmailing in America. It would result in thousands of lawsuits being filed by troublemakers and professional agitators. Businessmen and farmers will have a big enough problem of trying to succeed in their business enterprises, pay their tax bill, provide jobs, and help maintain a strong economy in the post-war years without having added to their burdens this additional program of harassment and bureaucratic interference.

Any disappointed job seeker would be enabled to file a complaint with a Fair Employment Practice Commission agent, and thereby, with the Government furnishing him a champion and a trained attorney, be enabled to force the employer to suspend his own work and be hailed into court for a hearing before the all-powerful Fair Employment Practice Commission agent. This set-up would invite thousands of trumped-up lawsuits by the shysters who would hope to settle with the employer for a price. Prejudice would thus become a commodity to be bootlegged. The measure would therefore legalize and dignify the activities of those who would practice shysterism and blackmail in this country.

CLARK FISHER.

MINORITY VIEWS OF REPRESENTATIVE CLARE E. HOFFMAN, OF MICHIGAN

The bill is based upon certain findings of fact and a declaration of policy. If the findings be erroneous, or the declaration of policy unsound, the bill should be recommitted.

FINDINGS

The reason given for the adoption of this proposed legislation is that, due to discrimination because of race, creed, color, national origin, and ancestry, less than a full measure of employment (*a*) has caused industrial strife; (*b*) forced large groups of our population into permanently substandard living conditions, which, in turn, has (*c*) created a drain upon the resources of the Nation, (*d*) a permanent threat to industrial peace and to a standard of living necessary to the health, efficiency, and well-being of workers.

To give Congress jurisdiction to enact legislation to end the discrimination, it is charged that such discrimination in industries engaged in commerce, or in the production of goods for commerce, causes the spread of such discrimination and a diminution of employment and wages to such an extent that it impairs and disrupts the market for goods and obstructs commerce.

The bill then states the obvious fact that individuals should have the right to work without discrimination because of race, creed, color, national origin, or ancestry; but it pointedly ignores the equally obvious fact that individuals have the right to work without discrimination because of membership or nonmembership in a labor union.

DECLARATION OF POLICY

The declaration of policy is somewhat like the false front on the country store, in that, instead of being a two-story measure to end discrimination against the worker, it wholly ignores the discrimination which permits the levying of a tax upon the overwhelming majority of workers, bars thousands of others from the more lucrative jobs, and makes no effort at all to eliminate, even in wartime, the principal cause of industrial strife which has cost millions of man-days of work.

The foregoing is true for the reason that, while the bill avers that it is the policy of Congress to protect the right to work without discrimination because of race, creed, color, national origin, or ancestry, it makes no attempt to end the discrimination practiced because of lack of union membership.

It takes no more than a moment's consideration to show that the bill is not one to end discrimination against workers as a class, for, under it, a black, yellow, or brown individual, be he Jew, Catholic, Protestant, atheist, or infidel, if he be a member of a union, is protected, while, though he be white, a Jew, Catholic, or Protestant, but not a member of a union, he may seek employment in vain. Even his Government will in many cases issue an order requiring him to become or to remain a member of a union.

REASON FOR PROPOSED LEGISLATION

In truth and in fact, while the avowed purpose of the bill is to end discrimination, give equality of opportunity, in employment, another objective is to bring about, through Federal legislation, a social intermingling (and some advocate intermarriage) among the races.

Others support the bill because it is believed that, by so doing, the political support of the Negro as a race can be obtained for certain candidates or partisan measures. Neither major party is without sin in this last respect.

THE BILL'S SUPPORTERS

Good citizens, sincere in their convictions, in a hurry to see all Negroes in possession of jobs, homes, and as well educated and financially established as is the average white, believe this legislation will do for the Negro what others think can be accomplished only by time and education.

Others, professional reformers, without convictions of any kind, see in the bill an opportunity to reap a rich financial reward through the exercise of their professional talents as creators of unrest and the advocacy of controversial legislation.

Still others supporting the bill—and reference has been made to them—are so-called "smart" politicians, who think that the holding out before the Negro, not only of the justifiable hope of equal opportunity for employment, but the vision of an immediate Utopia, where all men will intermingle, intermarry, will secure for them the support of the Negro voter.

While the bill by its terms is all-inclusive, practically it offers additional opportunity to the members of but one race, the Negro.

The Negro, because of the circumstances under which he was brought to this country and because of conditions beyond his control which have since existed, has not, as a race, made the same advancement as have members of other races.

Today, few indeed are those who would deny to the Negro equality of opportunity; but there are many who have the future welfare of the Negro at heart, who desire to assist him in every way, who are firmly convinced that, while he should be given equality of opportunity, yet moral and social inhibitions and inborn race prejudices cannot be wiped out by legislation.

Once upon a time, not so long ago, a majority of our people by a constitutional amendment attempted to end the excessive use of spirituous and intoxicating liquor. That noble experiment should make us cautious in attempting to accomplish by legislation that which only education and tolerance can bring about.

The fate of this bill should be decided, not upon any false premise but upon a consideration of how the Negro can best be given equality of opportunity, not only for employment but for education and the exercise of his religious freedom.

Since the war between the States, the advancement of the Negro in economic and educational fields has been marvelous. Through the practice of tolerance, through education, a sure and sound progress will be made and the goal desired by Negro and by white alike will finally be reached.

The forcing of the issue through legislation by sincere but misguided individuals, by professional reformers and soap-box orators, by cunning politicians, will, in my judgment, delay the attainment of a greatly desired end.

METHOD

Both major parties have promised, and our people desire, an end to the creation of additional bureaus, commissions, and agencies.

Experience under New Deal agencies, such as the National Labor Relations Board, the Office of Price Administration—yes, and even our recent experience with General Hershey, Director of the Selective Service System—has demonstrated that the departure from constitutional procedure, the issuing of rules, orders, and directives as the substitutes for laws and the decisions of courts, does not aid in giving our people equal justice under law.

It took the Anglo-Saxon race hundreds of years to obtain, establish, and, to a large degree, perfect the judicial system, which still, in spite of attempts to destroy it, is the most efficient method of administering justice between individuals ever created.

This bill creates another commission. It legalizes an executive agency which, in its own official family, has disregarded the principle of equality of opportunity, of representation.

If this bill is made legislation, the taxpayers will have thrust upon their already overburdened shoulders not only an additional tax burden, but an agency under which the individual's right to a trial by jury will be denied him.

THE ALTERNATIVE

If a majority of the Congress believes that legislation against discrimination should be enacted, then our time-tried and time-proven system, which guarantees to the individual due process of law, should be adopted, and the protection of the rights which this bill proposes to give should be entrusted to the judicial branch of our Government.

If so entrusted, a judge, learned in the law, free from political influence, will interpret the act; a jury will pass upon the facts; the accused will not be subject to a punishment imposed by some bureaucrat, by some partisan, by some crackpot, whose sole qualification is loyalty to a theory, ignorance of realities.

Discrimination, if such exists, can be prevented, adequate redress given, through the use of the judicial machinery already in existence. No additional cost, except perhaps for the payment of some additional clerical and stenographic assistance, would be imposed.

At present, there is a deplorable lack of confidence in the fairness, the integrity, the efficiency, of administrative agencies. The courts still retain the confidence of the people.

Entrusting the administration of any legislation which it is deemed wise to adopt to the judicial branch of our Government is imperative if we are to retain our constitutional rights and processes.

The possibilities for the exercise of tyranny under the interpretation and administration of this bill, or any other legislation of its nature, are so apparent that the creation of an executive agency to interpret and administer it would be but another transfer of a portion of the power of the judicial to the executive branch of the Government—another step toward dictatorship.

Respectfully submitted.

Clare E. Hoffman.

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NC-FEPC
Bills

Union Calendar No. 49

79th CONGRESS
1st Session

H. R. 2232

[Report No. 187]

IN THE HOUSE OF REPRESENTATIVES

February 16, 1945

Mrs. Norton introduced the following bill; which was referred to the Committee on Labor

February 20, 1945

Committed to the Committee of the Whole House on the state of the Union and ordered to be printed

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A BILL

To prohibit discrimination in employment because of race, creed, color, national origin, or ancestry.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Fair Employment Practice Act".

FINDINGS AND DECLARATION OF POLICY

Sec. 2. (a) The Congress hereby finds—

(1) that the practice of discriminating in the matter of employment, and in matters relating thereto, against properly qualified persons because of their race, creed, color, national origin, or ancestry leads to domestic and industrial strife and unrest and forces large segments of

the population permanently into substandard conditions of living, thereby creating a drain upon the resources of the Nation and a constant threat to the maintenance of industrial peace and of the standard of living necessary to the health, efficiency, and well-being of workers; and

(2) that the existence of such practices in industries engaged in commerce or in the production of goods for commerce causes the means and instrumentalities of commerce to be used to spread and perpetuate such conditions throughout the several States and causes diminution of employment and wages in such volume as substantially to impair and disrupt the market for goods in commerce, and burdens, hinders, and obstructs commerce.

(b) Individuals shall have the right to work without discrimination against them because of their race, creed, color, national origin, or ancestry.

(c) It is hereby declared to be the policy of the Congress to protect such right and to eliminate all such discriminations to the fullest extent permitted by the Constitution. This Act shall be construed to effectuate such policy.

DEFINITIONS

SEC. 3. As used in this Act—

(a) The term "person" means an individual, partnership, association, corporation, legal representative, trustee, trustee in bankruptcy, receiver, or any organized group of persons, and includes any agency or instrumentality of the United States or of any Territory or possession thereof.

(b) The term "employer" means a person having in his employ six or more individuals, or any other person acting in the interest of such an employer, directly or indirectly.

(c) The term "labor union" means any organization, having six or more members, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, or terms or conditions of employment.

(d) The term "commerce" means trade, traffic, commerce, transportation, or communication among the several States; or between any State or Territory, or the District of Columbia, and any place outside thereof; or within the District of Columbia or any Territory; or between points in the same State but through any point outside thereof.

(e) The term "affecting commerce" means in commerce, or burdening or obstructing commerce or the free flow of commerce, or having led or tending to lead to a labor dispute burdening or obstructing commerce or the free flow of commerce.

(f) The term "Commission" means the Fair Employment Practice Commission created by section 6.

RIGHT TO FREEDOM FROM DISCRIMINATION IN EMPLOYMENT

SEC. 4. The right to work and to seek work without discrimination because of race, creed, color, national origin, or ancestry is declared to be an immunity of all citizens of the United States, which shall not be abridged by any State or by an instrumentality or creature of the United States or of any State.

UNFAIR EMPLOYMENT PRACTICES DEFINED

SEC. 5. (a) It shall be an unfair employment practice for the purposes of this Act for any employer—

(1) to refuse to hire any individual because of such individual's race, creed, color, national origin, or ancestry;

(2) to discharge any individual from employment because of such individual's race, creed, color, national origin, or ancestry;

(3) to discriminate against any individual in the matter of compensation with respect to, or in other terms or conditions of, employment because of such individual's race, creed, color, national origin, or ancestry; or

(4) to confine or limit recruitment or hiring of individuals for employment to any employment agency, placement service, training school or center, labor union or organization, or any other source that discriminates

against individuals because of their race, color, creed, national origin, or ancestry.

(b) It shall be an unfair employment practice for the purposes of this Act for any labor union—

(1) to deny full membership rights and privileges to any individual because of such individual's race, creed, color, national origin, or ancestry;

(2) to expel from membership any individual because of such individual's race, creed, color, national origin, or ancestry; or

(3) to discriminate against any member, employer, employee, or individual seeking employment, because of his race, creed, color, national origin, or ancestry.

(c) It shall be unfair employment practice for the purposes of this Act for any employer or labor union to discharge, expel, or otherwise discriminate against any person because such person has opposed any practice which constitutes an unfair employment practice under this Act or has filed a charge, testified, or assisted in any proceeding under this Act.

FAIR EMPLOYMENT PRACTICE COMMISSION

SEC. 6. (a) For the purpose of securing enforcement of the foregoing rights and preventing unfair employment practices, there is hereby created a commission to be known as the Fair Employment Practice Commission, which shall be composed of five members who shall be appointed by the President, by and with the advice and consent of the Senate. One of the original members shall be appointed for a term of one year, one for a term of two years, one for a term of three years, one for a term of four years, and one for a term of five years, but their successors shall be appointed for terms of five years each, except that any individual chosen to fill a vacancy shall be appointed only for the unexpired term of the member whom he shall succeed. The President shall designate one member to serve as chairman of the Commission. Any member of the Commission may be removed by the President upon notice and hearing for neglect of duty or malfeasance in office, but for no other cause.

(b) A vacancy in the Commission shall not impair the right of the remaining members to exercise all the powers of the Commission and three members of the Commission shall at all times constitute a quorum.

(c) The Commission shall have an official seal which shall be judicially noticed.

(d) The Commission shall at the close of each fiscal year report to the Congress and to the President concerning the cases it has heard, the decisions it has rendered, the names, salaries, and duties of all employees and officers in its employ or under its supervision, and an account of all moneys it has disbursed, and shall make such further reports on the cause of, and means of alleviating discrimination, and such recommendations for further legislation as may appear desirable.

(e) Each member of the Commission shall receive a salary at the rate of $10,000 a year, and shall not engage in any other business, vocation, or employment.

(f) When three members of the Commission have qualified and taken office, the Committee on Fair Employment Practice established by Executive Order Numbered 9346 of May 27, 1943, shall cease to exist. All employees of the said Committee shall then be transferred to and become employees of the Commission, and all records, papers, and property of the Committee shall then pass into the possession of the Commission.

(g) The principal office of the Commission shall be in the District of Columbia, but it may meet and exercise any or all of its powers at any other place and may establish such regional offices as it deems necessary. The Commission may, by one or more of its members or by such agents or agencies as it may designate, conduct any investigation, proceeding, or hearing necessary to its functions in any part of the United States.

(h) The Commission shall have power—

(1) to appoint such officers and employees as it

deems necessary to assist it in the performance of its functions;

(2) to cooperate with or utilize regional, State, local, and other agencies and to utilize voluntary and uncompensated services;

(3) to pay to witnesses whose depositions are taken or who are summoned before the Commission or any of its agents or agencies the same witness and mileage fees as are paid to witnesses in the courts of the United States;

(4) to furnish to persons subject to this Act such technical assistance as they may request to further their compliance with this Act or any order issued thereunder; and

(5) to make such technical studies as are appropriate to effectuate the purposes and policies of this Act and to make the results of such studies available to interested Government and nongovernmental agencies.

PREVENTION OF UNFAIR EMPLOYMENT PRACTICES

SEC. 7. (a) The Commission is empowered, as provided in this section—

(1) to prevent unfair employment practices by employers affecting commerce;

(2) to prevent unfair employment practices by employers who are parties to contracts with the United

States or any Territory or possession thereof, or with any agency or instrumentality of any of the foregoing, and by employers performing, pursuant to subcontract or otherwise, any work required for the performance of any such contract;

(3) to prevent unfair employment practices by agencies and instrumentalities of the United States, and of the Territories and possessions thereof; and

(4) to prevent unfair employment practices by labor unions affecting commerce.

(b) Whenever it is alleged that any person has engaged in any such unfair employment practice, the Commission, or any referee, agent, or agency designated by the Commission for such purposes, shall have power to issue and cause to be served upon such person a complaint stating the charges in that respect and containing a notice of hearing before the Commission or a member thereof, or before a designated referee, agent, or agency at a place therein fixed not less than ten days after the serving of said complaint.

(c) The person so complained of shall have the right to file an answer to such complaint and to appear in person or otherwise, with or without counsel, and give testimony at the place and time fixed in the complaint.

(d) If upon the record, including all the testimony taken, the Commission shall find that any person named in the complaint has engaged in any such unfair employment practice, the Commission shall state its findings of fact and shall issue and cause to be served on such person an order requiring such person to cease and desist from such unfair employment practice and to take such affirmative action, including reinstatement or hiring of employees with or without back pay, as will effectuate the policies of this Act. If upon the record, including all the testimony taken, the Commission shall find that no person named in the complaint has engaged in any such unfair employment practice, the Commission shall state its findings of fact and shall issue an order dismissing the said complaint.

JUDICIAL REVIEW

SEC. 8. Except as provided in section 12 (relating to the enforcement of orders directed to Government agencies), orders of the Commission shall be subject to judicial enforcement and judicial review in the same manner, to the same extent, and subject to the same provisions of law, as in the case of orders of the National Labor Relations Board.

INVESTIGATORY POWERS

SEC. 9. (a) For the purpose of all investigations, proceedings, or hearings which the Commission deems necessary or proper for the exercise of the powers vested in it by this Act, the Commission, or its authorized agents or agencies, shall at all reasonable times have the right to examine or copy any evidence of any person being investigated or proceeded against relating to any such investigation, proceeding, or hearing.

(b) Any member of the Commission shall have power to issue subpenas requiring the attendance and testimony of witnesses and the production of any evidence relating to any investigation, proceeding, or hearing before the Commission, its member, agent, or agency conducting such investigation, proceeding, or hearing.

(c) Any member of the Commission, or any agent or agency designated by the Commission for such purposes, may administer oaths, examine witnesses, and receive evidence.

(d) Such attendance of witnesses and the production of such evidence may be required, from any place in the United States or any Territory or possession thereof, at any designated place of hearing.

(e) In case of contumacy or refusal to obey a subpena issued to any person under this Act, any district court of the United States or the United States courts of any Territory or possession, or the District Court of the United States for the District of Columbia, within the jurisdiction of which the investigation, proceeding, or hearing is carried on or within the jurisdiction of which said person guilty of contumacy or refusal to obey is found or resides or transacts business, upon application by the Commission shall have jurisdiction to issue to such person an order requiring such person to appear before the Commission, its member, agent, or agency, there to produce evidence if so ordered, or there to give testimony relating to the investigation, proceeding, or hearing; any failure to obey such order of the court may be punished by it as a contempt thereof.

(f) No person shall be excused from attending and testifying or from producing documentary or other evidence in obedience to the subpena of the Commission, on the ground that the testimony or evidence required of him may tend to incriminate him or subject him to a penalty or forfeiture; but no individual shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matter, or thing concerning which he is compelled, after having claimed his privilege against self-incrimination, to testify or produce evidence, except that such individual so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying.

RULES AND REGULATIONS

SEC. 10. The Commission shall have authority from time to time to issue such regulations as it deems necessary to carry out the provisions of this Act, and to amend or rescind, from time to time, any such regulation whenever it deems such amendment or rescission necessary to carry out the provisions of this Act. If, within sixty days after the issuance of any such regulation or of an amendment to any such regulation, there is passed a concurrent resolution of the two Houses of the Congress stating in substance that Congress disapproves such regulation or amendment, as the case may be, such regulation or amendment, as the case may be, shall not be effective after the date of the passage of such concurrent resolution; and after the date of the passage of such concurrent resolution, no regulation or amendment having the same effect as that concerning which the concurrent resolution was passed shall be issued by the Commission.

Regulations issued under this section shall include the procedure for service and amendment of complaints, for intervention in proceedings before the Commission, for the taking of testimony and its reduction to writing, for the modification of the findings or orders prior to the filing of records in court, for the service and return of process, the qualification and disqualification of members and employees and any other matters appropriate in the execution of the provisions of this Act.

INCLUSION OF ANTIDISCRIMINATION CLAUSE IN GOVERNMENT CONTRACTS

SEC. 11. (a) Every contract to which the United States, or any Territory or possession thereof, or any agency or instrumentality of any of the foregoing, is a party (except such classes of contracts as the Commission may by regulation issued under section 10 exempt from the scope of this section) shall contain a provision under which—

(1) the contractor agrees that during the period required for the performance of the contract he will not engage in any unfair employment practices; and

(2) the contractor agrees that he will include a provision in each subcontract made by him for the performance of any work required for the performance of his contract a provision under which the subcontractor agrees—

(A) that during the period required for the performance of the subcontract, the subcontractor will not engage in any unfair employment practices; and

(B) that the subcontractor will include in each subcontract made by him provisions corresponding to those required in subparagraph (A) and this subparagraph.

(b) Unless the Commission shall otherwise direct, no contract shall be made by the United States, or any Territory or possession thereof, or any agency or instrumentality of any of the foregoing, with any person found pursuant to this Act to have engaged in any unfair employment practice, or with any corporation, partnership, association, or other organization, in which such person owns a controlling interest, for a period (to be fixed by the Commission) not to exceed one year from the date on which such practice was so found to have been engaged in. The Commission may, by subsequent order, for good cause shown reduce any period so fixed. The Comptroller General of the United States shall distribute to all agencies and instrumentalities of the United States, and to the appropriate officials in the Territories and possessions of the United States, lists containing the names of such persons, corporations, partnerships, associations, and organizations.

ENFORCEMENT OF ORDERS DIRECTED TO GOVERNMENT AGENCIES

SEC. 12. The provisions of section 8 (providing for judicial enforcement and judicial review of orders of the Commission) shall not apply with respect to an order of the Commission under section 7 directed to any agency or instrumentality of the United States, or of any Territory or possession thereof. In the case of any such order, the Commission may request the President to take such action as he deems appropriate to secure compliance with such order, which may include the summary discharge of any officer or employee of any such agency or instrumentality who, in the opinion of the President or such person as the President may designate, has willfully failed to comply with such order.

WILLFUL INTERFERENCE WITH COMMISSION AGENTS

SEC. 13. Any person who shall willfully resist, prevent, impede, or interfere with any member of the Commission or any of its referees, agents, or agencies, in the performance of duties pursuant to this Act, shall be punished by a fine of not more than $5,000 or by imprisonment for not more than one year, or both.

SEPARABILITY CLAUSE

SEC. 14. If any provision of this Act or the application of such provision to any person or circumstance shall be held invalid, the remainder of such Act or the application of such provision to persons or circumstances other than those as to which it is held invalid shall not be affected thereby.

Union Calendar No. 49

79TH CONGRESS
1ST SESSION

H. R. 2232

[Report No. 187]

A BILL

To prohibit discrimination in employment because of race, creed, color, national origin, or ancestry.

By Mrs. NORTON

FEBRUARY 16, 1945
Referred to the Committee on Labor

FEBRUARY 20, 1945
Committed to the Committee of the Whole House on the state of the Union and ordered to be printed

NC-FEPC
Jnf

Questions and Answers About Permanent Fair Employment Practice Commission

Speech of

Hon. Mary T. Norton

of New Jersey

in the

House of Representatives

Friday, April 27, 1945

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at Government
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SPEECH
OF
HON. MARY T. NORTON

Mrs. NORTON. Mr. Speaker, I come before the House today to place on the desk a petition to discharge the Rules Committee from further consideration of H. R. 2232. This is no new procedure for me as chairman of the House Labor Committee. The Rules Committee has continually since 1937, when I made my first request to that body as chairman of the Labor Committee, refused to grant rules to bring constructive labor legislation to the floor of the House.

H. R. 2232 is a bill which is strictly nonpartisan since it is sponsored by an equal number of Republicans and Democrats and the members of both parties are strongly in favor of immediate action. Since it is impossible to get action from the Rules Committee, I am asking all the Members of the House to sign this petition now—today—so that the issue may be discussed freely on the floor of the House and disposed of.

In simple language the bill prohibits discrimination in employment because of race, creed, color, national origin or ancestry. With the opening of the San Francisco Conference yesterday, we have the greatest opportunity to prove our sincerity to the world by adopting this bill. If we in America do not believe in this doctrine, our position at the San Francisco Conference would be impossible to explain. I ask unanimous consent to extend my remarks and include some necessary information concerning the bill. There has been so much misinformation about H. R. 2232 that we hope the Members will read this very clear explanation of exactly what this bill will do and will not do. I regret the necessity of placing a petition on the desk to discharge the Rules Committee from further consideration of the bill but we consider it to be very important to get the bill before the House without further delay. More than 2 months have elapsed since the Labor Committee requested a rule.

QUESTIONS AND ANSWERS ABOUT H. R. 2232, THE PERMANENT F. E. P. C. BILL

1. Question. What does the bill provide?

Answer. It forbids discrimination in employment because of race, color, creed, national origin, or ancestry, and creates a permanent Fair Employment Practice Commission to prevent such discrimination.

2. Question. What groups are forbidden to discriminate by the bill?

Answer. Agencies of the Federal Government;

Employers of six or more persons whose operations affect interstate or foreign commerce;

Federal contractors and subcontractors who employ six or more persons;

Labor unions whose practices affect interstate commerce.

3. Question. What types of discrimination are forbidden by the bill?

Answer. Only discrimination in employment or union membership, i. e., hiring, discharge, wages, seniority, transfers, demotions, upgrading, union auxiliaries, etc. The bill does not apply to discrimination in education, transportation, recreation, voting, or places of public accommodation.

4. Question. What principal minority groups are protected by the bill?

Answer. Thirteen million Negroes, 5,000,000 Jews, 20,000,000 Catholics, 3,000,000 Americans of Mexican or Hispanic origin, 11,000,000 persons of foreign birth.

5. Question. How will the F. E. P. C. be constituted?

Answer. It will be a permanent salaried Commission of five members, appointed by the President with the advice and consent of the Senate, for 5-year terms. The size of its staff will depend upon the amount of money Congress appropriates for it.

6. Question. How will F. E. P. C. determine whether an employer or union has discriminated?

Answer. By careful and thorough investigation of the complainant's charge, the employer's or union's explanation, and the surrounding circumstances. The burden of proof will be on the complainant, not the party accused. If F. E. P. C. believes the charge has merit, it will seek to adjust it by informal and voluntary methods. Where settlement is not possible, F. E. P. C. will conduct a full and fair hearing in which the party charged has the right by counsel to present his version of the facts and to cross-examine witnesses. After the hearing, F. E. P. C. will issue a decision and order, but court approval is necessary before the order can be enforced. Its administrative procedure is like I. C. C., F. T. C., S. E. C., F. P. C., F. C. C., and other administrative agencies.

7. Question. How can discrimination be proved?

Answer. The acts or statements of a party charged are used to prove discrimination. In many cases discrimination is flagrant and revealed by union contracts, newspaper advertisements, discriminatory orders to U. S. E. S., or pay-roll records. In other cases, an employer's pattern of rejections or statements made by personnel officers often indicate discrimination. Weak complaints will be dismissed by the F. E. P. C. without even the necessity of a hearing.

8. Question. What penalties are provided for violators?

Answer. No criminal or civil penalties. F. E. P. C. may merely petition a Federal court to compel obedience to its orders. Violation of a court decree is punishable as a contempt of court. F. E. P. C. will not be able to enforce its orders without court approval. Government contracts may also be withheld from violators. Willful interference with Commision agents is, however, made a crime.

9. Question. What is the penalty when a Government official or agency discriminates?

Answer. The F. E. P. C. may request the President to compel obedience to its orders and he may discharge any willful violator.

10. Question. Does the bill require an employer to hire Negroes, Jews, Mexicans, or other minorities?

Answer. No. An employer may hire or reject anyone he pleases, on any basis and for any reason, so long as a needed and qualified person is not rejected because of his race, color, creed, national origin, or ancestry.

11. Question. Does the bill require an employer to hire a particular percentage or quota of Negroes or of any other minority group?

Answer. Definitely not. The bill provides only that employees shall be selected on the basis of their qualifications. A quota plan makes hiring dependent upon race and is, therefore, itself discriminatory.

12. Question. Will the courts be able to review the decisions of the F. E. P. C.?

Answer. An employer or union aggrieved by an F. E. P. C. order may appeal to the courts. A court will review all questions of law. On questions of fact, the findings of the F. E. P. C. will have to be supported by substantial evidence. This is the customary procedure for judicial review of administrative agencies and has been approved by the Supreme Court. Orders against Federal agencies are not subject to review.

13. Question. Does the bill apply to State or municipal employees?

Answer. No; nor does it apply to any State agency.

14. Question. Does the bill apply to retail stores or domestic servants?

Answer. No. It applies only to those employers who are engaged in interstate commerce or operations affecting such commerce and who employ six or more persons.

15. Question. Are religious associations subject to the bill?

Answer. No; because the bill applies only to employers engaged in interstate commerce.

16. Question. Will the bill make possible racketeering, blackmail, or groundless suits?

Answer. No; because the F. E. P. C. will dismiss all groundless charges on its own initiative, without formal proceedings and before there is any contact with the accused employer. The present F. E. P. C. has dismissed two-thirds of all the complaints filed with it. F. E. P. C. thus serves as a necessary safety valve for people who fancy they were discriminated against.

17. Question. What guaranties are there that the F. E. P. C. will not itself be biased and unfair?

Answer. The members of the F. E. P. C. will be appointed by the President of the United States and will have to be approved by the United States Senate. That is the best guaranty of a fair-minded commission. In addition, the orders of the commission need court approval before they can be enforced by the F. E. P. C. The Supreme Court requires a fair hearing before an administrative agency.

18. Question. What supervision will Congress exercise over the F. E. P. C.?

Answer. Congress will pass upon its annual request for an appropriation. Congress also may, by concurrent resolution, amend or cancel any regulation of the commission. Congress can at any time investigate the conduct of an administrative agency.

19. Question. Why should we outlaw discrimination in employment?

Answer. It is un-American. It results in low income for minority groups, thus limiting the market for goods and employment opportunities generally. It leads to interracial conflict. It creates a supply of strike breakers. It forces minority groups into substandard conditions of living, detrimental to the community. It depresses wage levels. It decrases the Nation's capacities for war of defense. It injures our standing with the United Nations.

20. Question. Is there enough discrimination in employment to justify a Federal bill?

Answer. The present F. E. P. C. has received almost 7,000 complaints since it was created in July 1943, and it has jurisdiction only over war industries or Government agencies. Many of these complaints involve thousands of workers or an entire industry. In the last 4 months 50 different bills have been introduced in 20 States proposing the elimination of discrimination. This indicates how widespread the problem is. Only one-quarter of F. E. P. C.'s cases originated in the South.

21. Question. Is this a new idea in Federal legislation?

Answer. No. The United States Constitution forbids discrimination by the Government; this bill extends the principle to employers and trade-unions. In the last 10 years Congress has enacted 23 laws which forbid discrimination in their enforcement.

22. Question. Is the bill constitutional?

Answer. Certainly. The United States Supreme Court has repeatedly condemned discriminatory employment practices. A New York law forbidding discrimination by trade-unions was recently upheld as constitutional.

23. Question. Does the bill prohibit prejudice?

Answer. No. Prejudice is a state of mind. The bill prevents discrimination which affects pay envelopes. Discrimination can be eliminated or at least greatly reduced by a firm national policy. An F. E. P. C. will protect those who do not discriminate.

24. Question. Can the bill be enforced effectively?

Answer. No law ever receives 100 percent obedience, but the great majority of employers and trade-unions are law abiding. The small minority will have to conform. Even the present F. E. P. C. without sanctions and with a small staff have been able to stop a great deal of discrimination.

25. Question. Does the bill confer special privileges on minorities?

Answer. No. It merely assures equality of opportunity and equality of treatment. It requires that persons shall be hired on the basis of their qualifications and not rejected because of the immaterial fact of their color, or religion, or place of birth.

26. Question. Why can't the existing F. E. P. C. handle the problem?

Answer. It is a wartime agency without power to enforce its decisions and will terminate as soon as the war is over. Today more than 500 cases, one-fourth of the F. E. P. C.'s case load, are unadjustable at the regional level. People will obey a statute who disregard an Executive order. F. E. P. C.'s accomplishments were possible only because of manpower shortages and wartime appeals to patriotism.

27. Question. What happens to the present Committee on Fair Employment Practice if the bill becomes a law?

Answer. The Committee will cease to exist, but its papers, funds, and employees will be transferred to the new Commission. The new Commission could discharge any employee it did not want.

28. Question. Does this bill impair or conflict with existing State laws?

Answer. There are no State laws which require or permit discrimination in employment. Hence the bill does not affect existing State laws nor does it invade States' rights.

29. Question. Cannot this problem be handled by the States themselves?

Answer. Only two States, New York and New Jersey, have comprehensive laws forbidding discrimination in employment. Nor is it likely that such State laws will be passed throughout the country. In any event, Federal action is more effective since most large employers or trade unions have plants or locals scattered throughout the country in every State. Finally, Federal employees can be protected only by a Federal F. E. P. C. The Federal Government can most effectively enforce the Federal Constitution.

30. Question. Does this bill promote social equality?

Answer. The bill has nothing to do with personal or social relationships. It is concerned only with equality of job opportunity.

31. Question. Will such a law cause riots or bloodshed?

Answer. On the contrary, it will lessen the danger of such violence because orderly governmental procedure will be substituted for mob action. Immediately after the last war there were 26 major race riots. We want to avoid a repetition of such disorder.

32. Question. Cannot this problem be handled by education alone?

Answer. No. Education is desirable, but as a supplement, not an alternative, to Federal legislation. There are always a few employers or unions who cannot be relied upon for voluntary cooperation. Legislation itself is a most effective form of education. The problem is so urgent it requires immediate action, without waiting for the slow, uncertain processes of education. Education alone in the last 80 years has not proved effective.

33. Question. Is not the recent Supreme Court decision in the Negro fireman's case adequate to eliminate discrimination?

Answer. The decision in *Steele* v. *Louisville Railroad*, decided December 18, 1944, applies only to discrimination arising from a contract between an employer and a labor union. It leaves untouched all the varying forms of discrimination engaged in by employers acting alone or by trade unions acting alone. There are no Federal statutes today which forbid racial or religious discrimination in employment.

34. Question. Why shouldn't the Federal courts handle this problem instead of a new administrative agency?

Answer. An administrative agency is necessary—

(a) To prevent the flooding of courts and the clogging of their calendars to the detriment of their other work;

(b) To screen out worthless complaints which otherwise would harass innocent employers or unions. A respondent has to defend every suit filed in court, but most administrative agencies dismiss from two-thirds to three-fourths of all charges submitted;

(c) To protect the rights of employees without compelling them to hire their own lawyers;

(d) To insure speedy action and avoid delays and excessive costs in the courts;

(e) To insure uniformity by having one agency interpret the bill instead of 94 Federal district courts;

(f) To permit a commission of experts to devote full time to the problem;

(g) To avoid the necessity of criminal penalties which juries hesitate to impose.

35. Question. Why does not the bill allow an accused party a jury trial?

Answer. The bill imposes no criminal or civil penalties, nor should it in this type of legislation. The only sanction the bill provides is a cease-and-desist order issued by the F. E. P. C., carrying no penalties. A jury trial (used in criminal cases or private suits to settle private differences) is inapplicable. Society has a stake in eliminating discrimination and should therefore assume the responsibility and costs of such enforcement, rather than leave it to private parties to hire their own lawyers and enforce the national policy. Such enforcement by private suit is haphazard and means long-drawn, complicated, expensive litigation.

36. Question. Does this bill repeal or impair the veterans' laws?

Answer. No. The bill does not supersede or conflict with veterans' preference laws. The bill forbids discrimination only because of race, color, creed, national origin, or ancestry. It does not forbid discrimination because of war service.

37. Question. Who introduced the bill?

Answer. H. R. 2232 was introduced by Mrs. Norton, Democrat, New Jersey, chairman of the House Labor Committee, at the request of that committee. The bill is a composite of 13 different F. E. P. C. bills sponsored by the following six Republican and six Democratic Representatives:

Republicans: Baldwin, New York; Bender, Ohio; Clason, Massachusetts; Dirksen, Illinois; LaFollette, Indiana; Vorys, Ohio.

Democrats: Dawson, Illinois; Douglas, California; Doyle, California; Hook, Michigan; Norton, New Jersey; Powell, New York.

38. Question. Is there a permanent F. E. P. C. bill pending in the Senate?

Answer. Yes. A similar bill was introduced by the following seven Senators: Chavez, Democrat, New Mexico; Wagner, Democrat, New York; Murray, Democrat, Montana; Downey, Democrat, California; Aiken, Republican, Vermont; Langer, Republican, North Dakota; and Capper, Republican, Kansas. That bill has been referred to the Senate Committee on Education and Labor, of which Senator Murray is chairman.

39. Question. What groups have appeared against the bill?

Answer. Not a single person or agency testified against a similar bill at the hearings held last session by the House Labor Committee.

40. Question. What national groups are supporting the bill?

Answer. The following is an incomplete list:

Alpha Kappa Alpha Sorority.
American Association of University Women.
American Civil Liberties Union.
American Friends Service Committee.
American Jewish Committee.
American Jewish Congress.
American Unitarian Association.
American Unitarian Youth.
B'nai B'rith.
Catholic Interracial Council.
Central Conference of American Rabbis.
Common Council for American Unity.
Congregational Christian Churches (Council for Social Action).
Congress of Industrial Organizations.
Delta Sigma Theta Sorority.
Evangelical and Reformed Church, General Synod.
Federal Council of the Churches of Christ in America.
Fraternal Council of Negro Churches in America.
Improved Benevolent and Protective Order of Elks of the World.
International Brotherhood of Sleeping Car Porters (A. F. of L.).
International Ladies' Garment Workers Union of America (A. F. of L.).
Iota Phi Lambda Sorority.
Jewish Labor Committee.
Jewish War Veterans of the United States.
League of United Latin-American Citizens.
March on Washington Movement.
Methodist Church, General Conference.
Methodist Ministers' Union.
Military Workers, Joint Board (A. F. of L.).
National Alliance of Postal Employees.
National Association for the Advancement of Colored People.
National Association of Colored Graduate Nurses.
National Bar Association.
National Community Relations Advisory Council.
National Conference of Christians and Jews.
National Consumers League.
National Council of Catholic Women.
National Council of Jewish Women.
National Council of Negro Women.
National Council of Student Christian Associations.
National Council for a Permanent F. E. P. C.
National Farmers Union.
National Federation for Constitutional Liberties.
National League of Women Shoppers.
National Negro Insurance Association.
National Urban League.
National Women's Trade Union League of America.
Negro Newspaper Publishers Association.
Post-war World Council.
Presbyterian General Assembly.
Sigma Gamma Rho Sorority.
Southern Conference for Human Welfare.
Southern Tenant Farmers Union.
Study Conference on Just and Durable Peace.
Union of American Hebrew Congregations.
Union for Democratic Action.
United Council of Church Women.
Upholsterers International Union of North America (A. F. of L.).
Women's Division of Christian Service, Methodist Church.
Women's Division of the American Jewish Congress.
Women's International League for Peace and Freedom.
Workers Defense League.
Young Men's Christian Association, National Board.
Young Women's Christian Association, National Board.

41. Question. What is the present status of the bill?

Answer. It has been reported out favorably by the House Labor Committee by a vote of 12 to 2. It needs a rule from the Rules Committee before the House can consider it. Without such permission, it requires a petition signed by 218 Representatives to bring it up for a vote.

APRIL 26, 1945.

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Congressional Record

United States of America

PROCEEDINGS AND DEBATES OF THE 79th CONGRESS, FIRST SESSION

Opponents' Tactics Prevented House of Representatives From Voting on FEPC Legislation

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REMARKS

OF

HON. ADOLPH J. SABATH

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Friday, July 6, 1945

Mr. SABATH. Mr. Speaker, foreclosed by the motion of the gentleman from Missouri [Mr. CANNON] to close all debate, I avail myself of the privilege of extending my remarks for the purpose of expressing my resentment at the statements that any proposed legislation which is in the interest of the masses of the people of the United States is communistic. I wonder when these gentlemen in the House, as well as certain interests and so-called Fascists, will desist from branding everything they dislike as communistic?

For the purpose of clarifying the factors surrounding this proposed legislation, I wish briefly to say that this proposed legislation relating to the FEPC was reported by a legislative committee of the House with only one vote being cast against it; that when an application for a rule was made I called a meeting of the Committee on Rules for the purpose of giving the proponents as well as the opponents of the proposed legislation an opportunity to be heard, and though there was a great many persons that desired to be heard, the chairman of the Committee on Labor, reporting the bill for the purpose of saving time, made a short statement; but the opponents of the measure were given several hearings, and I am justified in the statement that they have utilized a great deal of time, have had many continuances and postponements notwithstanding the fact that I have endeavored to effect a vote on the application for a rule. However, due to the absence of some of the members of the committee from time to time it was the consensus among the members of the committee that all of the members of the Committee on Rules should be present when a final vote was taken. I always have felt, and feel now, that a rule should have been granted and that the House should have been given an opportunity to vote upon this proposed legislation.

The Committee on Rules was not created for the purpose of delaying or depriving the Members of the House of the right to vote upon important legislation, but it was created for the purpose of properly expediting proposed legislation under the rules and to give the membership of the House a proper opportunity to vote on a proposal. Unfortunately, in the instant case this right and privilege has been denied to the Members of the House. This I do fervently regret; therefore, I cannot find fault with or criticize the gentleman from New York [Mr. MARCANTONIO] and others, who have tried extremely hard to have the House vote on the bill, for entering technical points of order. By utilising parliamentary tactics and the raising of objections to some of the provisions in the bill they have, up to the present time, prevented the House from voting on this measure, shorn of the FEPC provision. The facts are that the House passed this war agencies bill; it was sent to the Senate; it was amended by the Senate and a conference was asked by the Senate.

Under the strict rules of the House, unanimous consent was required to take such amended bill from the Speaker's table and send it to conference, failing which the Speaker would refer the bill to the Committee on Appropriations. On several occasions efforts were made to have the committee grant a rule agreeing to a conference, but without success.

Favorable action upon this proposed legislation has been urged by the late President Roosevelt as well as by President Truman, who asked that a rule be granted so that the House might have an opportunity to vote on the FEPC proposal. Unfortunately, notwithstanding that fact, it has been impossible to obtain favorable action.

This, in brief, is the history of this measure; and those who are responsible for the delay and dilatory tactics against the measure in the Rules Committee should not now charge those who in good faith have been, and still are, trying to obtain a vote on the matter in the House.

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U. S. GOVERNMENT PRINTING OFFICE: 1945

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ESTIMATE OF REPRESENTATIVES WHO HAVE NOT SIGNED DISCHARGE PETITION NO. 4 PERMANENT FEPC BILL, ON BASIS OF VOLUNTARY POLL OF MEMBERS CONDUCTED BY THE NATIONAL COUNCIL FOR A PERMANENT FEPC, AS OF 12/15/45

Eastern United States

CONNECTICUT
~~4. Clare Booth Luce, R. (Greenwich)~~
5. Joseph E. Talbot, R. (Naugatuck)

DELAWARE - Signed

MAINE
1. Robert Hale, R. (Portland)
3. Frank Fellows, R. (Bangor)

MARYLAND
1. Dudley G. Roe, D. (Sudlersville)
2. H. Streett Baldwin, D. (Hydes)
4. George H. Fallon, D. (Baltimore)
5. Lansdale G. Sasscer, D. (Upper Marlboro)
~~6. J. Glenn Beall, R. (Frostburg)~~

MASSACHUSETTS
1. John W. Heselton, R. (Deerfield)
4. Pehr G. Holmes, R. (Worcester)
~~5. Edith Nourse Rogers, R. (Lowell)~~
~~6. George J. Bates, R. (Salem)~~
~~88. Angier L. Goodwin, R. (Melrose)~~
9. Charles L. Gifford, R. (Cotuit)
12. John W. McCormack, D. (Dorchester)
13. Richard B. Wigglesworth, R. (Milton)
14. Jos. W. Martin, jr., R. (N. Attleboro)

NEW HAMPSHIRE
1. Chester E. Merrow, R. (Manchester)

NEW JERSEY
~~3. J. C. Auchincloss, R. (Rumson)~~
~~4. Frank J. Mathews, R.~~
5. Charles A. Eaton, R. (Watchung)
7. J. Parnell Thomas, R. (Allendale)

NEW YORK
1. Edgar A. Sharp, R. (Patchogue)
2. Leonard W. Hall, R. (Oyster Bay)
16. Ellsworth Buck, R. (Staten Is.)
27. Ralph W. Gwinn, R. (Bronxville)
28. Ralph A. Gamble, R. (Larchmont)
30. Jay LeFevre, R. (New Paltz)
34. Clarence E. Kilburn, R. (Malone)
35. Hadwin C. Fuller, R. (Parish)
36. Clarence E. Hancock, R. (Syracuse)
38. John Taber, R. (Auburn)
39. W. Sterling Cole, R. (Bath)
41. James W. Wadsworth, R. (Geneseo)
42. Walter G. Andrews, R. (Buffalo)
45. Daniel A. Reed, R. (Dunkirk)

NORTH CAROLINA
1. Herbert C. Bonner, D. (Washington)
2. John H. Kerr, D. (Warrenton)
3. Graham A. Bardon, D. (New Bern)
4. Harold D. Cooley, D. (Nashville)
5. John H. Folger, D. (Mount Airy)
6. Carl T. Durham, D. (Chapel Hill)
7. J. Bayard Clark, D. (Fayetteville)
8. William O. Burgin, D. (Lexington)
9. Robert L. Doughton, D. (Laurel Springs)
10. ~~Joseph W. Ervin,~~ Jr. ~~D. (Charlotte)~~ Samuel J.
11. A. L. Bulwinkle, D. (Gastonia)
12. Zebulon Weaver, D. (Ashville)

PENNSYLVANIA
7. James Wolfenden, R. (Upper Darby)
9. J. Roland Kinzer, R. (Lancaster)
~~12. Ivor D. Fenton, R. (Mahanoy City)~~
14. Wilson D. Gillette, R. (Towanda)
15. Robert F. Rich, R. (Woolrich)
16. Samuel K. McConnell, Jr. R. (Penn Wynne)
17. Richard M. Simpson, R. (Huntingdon)
18. John C. Kunkel, R. (Harrisburg)
19. Leon H. Gavin, R. (Oil City)
21. Chester H. Gross, R. (Manchester)
22. D. Emmert Brumbaugh, R. (Claysburg)
25. Louis E. Graham, R. (Beaver)
26. Harve Tibbott, R. (Ebensburg)
28. Robert L. Rodger, R. (Erie)
29. Howard E. Campbell, R. (Pittsburgh)

RHODE ISLAND - Signed

VERMONT
At L. Charles A. Plumley R. (Northfield)

VIRGINIA
1. Schuyler O. Bland, D. (Newport News)
2. Ralph H. Daughton, D. (Norfolk)
3. J. Vaughan Gary, D. (Richmond)
4. Patrick H. Drewry, D. (Petersburg)
5. Thomas J. Burch, D. (Martinsville)
6. Clifton A. Woodrum, D. (Roanoke)
7. A. Willis Robertson, D. (Lexington)
8. Howard W. Smith, D. (Alexandria)
9. John W. Flannagan, jr., D. (Bristol)

WEST VIRGINIA
~~8. Hubert S. Ellis, R. (Huntington)~~

Members from FLORIDA, GEORGIA, and SOUTH CAROLINA have not signed.
Numbers indicate Congressional Districts

ESTIMATE OF REPRESENTATIVES WHO HAVE NOT SIGNED DISCHARGE PETITION No. 4 PERMANENT FEPC BILL, ON BASIS OF VOLUNTARY POLL OF MEMBERS CONDUCTED BY THE NATIONAL COUNCIL FOR A PERMANENT FEPC, AS OF 12/15/45

Central United States

ILLINOIS
10. Ralph E. Church, R. (Chicago)
11. Chauncey Reed, R. (W. Chicago)
12. Noah M. Mason, R. (Oglesby)
13. Leo E. Allen, R. (Galena)
14. Anton J. Johnson, R. (Macomb)
~~15. Robert Chiperfield, R. (Canton)~~
17. Leslie C. Arends, R. (Melvin)
18. Jessie Summer, R. (Milford)
19. Rolla C. McMillen, R. (Decatur)
~~20. Sid Simpson, R. (Carrollton)~~
21. Evan Howell, R. (Springfield)
23. Charles W. Vursell, R. (Salem)
24. Roy Clippinger, R.
25. C. W. Bishop, R. (Carterville)

INDIANA
2. Charles A. Halleck, R. (Renselaer)
3. Robert A. Grant, R. (South Bend)
4. George W. Gillie, R. (Fort Wayne)
5. Forest A. Harness, R. (Kokomo)
9. Earl Wilson, R. (Huron)
10. Raymond Springer, R. (Connersville)

KENTUCKY
1. Noble J. Gregory, D. (Mayfield)
2. Earle C. Clements, D. (Morganfield)
3. Emmet O'Neal, D. (Louisville)
4. Frank L. Chelf, D. (Lebanon)
5. Brent Spence, D. (Fort Thomas)
6. Virgil Chapman,D.(Paris, Bourbon City)
7. Andrew J. May, D. (Prestonburg)
8. Joe B. Bates, D. (Greenup)
9. John M. Robison, R (Barbourville)

MICHIGAN
2. Earl C. Michner, R. (Adrian)
4. Clare E. Hoffman, R. (Allegan)
5. Bartel Jonkman, R. (Grand Rapids)
6. William J. Blackney, R. (Flint)
7. Jesse P. Wolcott, R. (Port Huron)
8. Fred L. Crawford, R. (Saginaw)
10. Roy O. Woodruff, R. (Bay City)
11. Fred Bradley, R. (Rogers City)
17. George A. Dondero, R. (Royal Oak)

MISSOURI
1. Wat Arnold, R. (Kirksville)
2. Max Schwabe, R. (Columbia)
3. William C. Cole, R. (St. Joseph)
4. C. Jasper Ball, D. (Blue Springs)

MISSOURI
5. Roger C. Slaughter, D. (Kansas City)
6. Marion T. Bennett, R. (Springfield)
7. Dewey Short, R. (Galena)
8. A.S.J. Carnahan, D, (Ellsinore)
9. Clarence Cannon, D. (Elsberry)
10. Orville Zimmerman, D. (Kennett)
12. Walter C. Ploeser, R. (St. Louis)

OHIO
1. Charles H. Elston, R. (Cincinnatti)
2. William E. Hess, R. (Cincinnati)
4. Robert F. Jones, (Lima)
5. Cliff Clevenger, R. (Bryan)
7. Clarence J. Brown, R. (Blanchester)
8. Frederick C. Smith, R. (Marion)
10. Thomas A. Jenkins, R. (Ironton)
13. Alvin Weichel, R. (Sandusky)
~~15. P. W. Griffiths, R. (Marietta)~~
~~22. Frances P. Bolton, R. (Lyndhurst - Cleveland)~~

OKLAHOMA
1. George B. Schwabe, R. (Tulsa)
2. William G. Stigler, D (Stigler)
3. Paul Stewart, D. (Antlers)
4. Lyle H. Boren, D. (Seminole)
5. A.S. Mike Monroney, D. (Okla. City)
6. Jed Johnson, D. (Andarko)
7. Victor Wickersham, D. (Mangum)
8. Ross Rizley, R. (Guymon)

TENNESSEE
1. Brazilla C. Reece, R. (Johnson City)
2. John Jennings, R. (Knoxville)
3. Estes Kefauver, D. (Chattanooga)
4. Albert A. Gore, D. (Carthage)
5. Harold Earthman, D. (Murfreesboro)
6. James P. Priest, D. (Nashville)
7. Wirt Courtney, D. (Franklin)
8. Tom Murray, D. (Jackson)
9. Jere Cooper, D. (Dyersburg)
10. Clifford Davis, D. (Memphis)

Members from ALABAMA, ARKANSAS, LOUISIANA, and MISSISSIPPI have not signed.

Numbers indicate Congressional Districts

ESTIMATE OF REPRESENTATIVES WHO HAVE NOT SIGNED DISCHARGE PETITION NO. 4 PERMANENT FEPC BILL, ON BASIS OF VOLUNTARY POLL OF MEMBERS CONDUCTED BY THE NATIONAL COUNCIL FOR A PERMANENT FEPC, AS OF 12/15/45

Western United States

ARIZONA
At L. John R. Murdock, D. (Tempe)
At L Richard Harless D

CALIFORNIA
1. Clarence F. Lea, D. (Santa Rosa)
2. Clair Engle, D. (Red Bluff)
3. J. Leroy Johnson, R. (Stockton)
8. Jack Anderson, R. (San Juan Bautista)
10. Alfred J. Elliott, D. (Tulare)
20. Carl Hinshaw, R. (Pasadena)
21. Harry R. Sheppard, D. (Yucaipa)

COLORADO
1. Dean M. Gillespie, R. (Denver)
2. William S. Hill, R. (Fort Collins)
3. J. Edgar Chenoweth, R. (Trinidad)
4. Robert R. Rockwell, R. (Paonia)

IDAHO
1. Compton I. White, D. (Clark Fork)
2. Harry C. Dworshak, R. (Burley)

IOWA
1. Thomas E. Martin, R. (Iowa City)
2. Henry O. Talle, R. (Decorah)
3. John W. Gwynne, R. (Waterloo)
4. Carl M. LeCompte, R. (Corydon)
5. Paul Cunningham, R. (Des Moines)
6. James I. Dolliver, R. (Fort Dodge)
7. Ben F. Jensen, R. (Exira)
8. Charles B. Hoeven, R. (Alton)

KANSAS
2. Errett P. Scrivner, R. (Kansas City)
3. Thomas D. Winter, R. (Girard)
4. Edward H. Rees, R. (Lyon County)
5. Clifford Hope, R. (Garden City)
6. Frank Carlson, R. (Concordia)

Members from TEXAS have not signed

Numbers indicate Congressional District

MINNESOTA
1. August H. Andresen, R. (Red Wing)
2. Joseph P. O'Hara, R. (Glencoe)
5. Walter H. Judd, R. (Minneapolis)
6. Harold Knutson, R. (St. Cloud)
7. H. Carl Andersen, R. (Tyler)
8. William A. Pittenger, R. (Duluth)

MONTANA
1. Michael Mansfield, R. (Missoula)
~~2. Wesley A. D'Ewart, R. (Wilsall)~~

NEBRASKA
1. Carl T. Curtis, R. (Minden)
~~4. A. L. Miller, R. (Kimbal)~~

NEVADA
At L. Berkley L. Bunker, D. (Las Vegas)

NEW MEXICO
At L. (Vacant)
At L. Antonio M. Fernandez, D. (Santa Fe)

NORTH DAKOTA
At L. Chas. R. Robertson, R. (Bismark)

OREGON
~~1. (Vacant)~~
2. Lowell Stockman, R. (Pendleton)
4. Harris Ellsworth, R. (Roseburg)

SOUTH DAKOTA
1. Karl E. Mundt, R. (Madison)
2. Francis Case, R. (Custer)

UTAH - Signed

WASHINGTON
5. Walt Horan, R. (Wenachee)
4 Hal Holmes R

WISCONSIN
1. Lawrence H. Smith, R. (Racine)
2. Robert K. Henry, R. (Jefferson)
~~3. William Stevenson, R. (LaCrosse)~~
~~4. Thad F. Wasielewski, D. (Milwaukee)~~
~~7. Reid F. Murray, R. (Ogdensburg)~~
8. John W. Byrnes, R. (Green Bay)
10. Alvin O'Konski, R. (Mercer)

WYOMING
At L. Frank A. Barrett, R. (Lusk)

ESTIMATE OF REPRESENTATIVES WHO HAVE NOT SIGNED DISCHARGE PETITION NO. 4 PERMANENT FEPC BILL, ON BASIS OF VOLUNTARY POLL OF MEMBERS CONDUCTED BY THE NATIONAL COUNCIL FOR A PERMANENT FEPC, AS OF 12/15/45

Eastern United States

CONNECTICUT
5. Joseph E. Talbot, R. (Naugatuck) reenwich)

DELAWARE - Signed

MAINE
1. Robert Hale, R. (Portland)
3. Frank Fellows, R. (Bangor)

MARYLAND
1. Dudley G. Roe, D. adlersville)
2. H. Streett Baldwin, D. (Hydes)
4. George H. Fallon, D. (Baltimore)
5. Lansdale G. Sasscer, D. (Upper Marlboro)
6. J. Glenn Beall, R. (Frestburg)

MASSACHUSETTS
L. John W. Heselton, R. (Deerfield)
4. Pehr G. Holmes, R. (Worcester)
5. Edith Nourse Rogers, R. (Lowell)
6. George J. Bates, R. (Salem)
8. Angier L. Goodwin, R. (Melrose)
9. Charles L. Gifford, R. (Cotuit)
12. John W. McCormack, D. (Dorchester)
13. Richard B. Wigglesworth, R. (Milton)
14. Jos. W. Martin, Jr., R. (N. Attleboro)

NEW HAMPSHIRE
1. Chester E. Morrow, R. (Manchester)

NEW JERSEY
3. J. C. Auchincloss, R. (Rumson)
4. Frank J. Mathews, R.
5. Charles A. Eaton, R. (Watchung)
7. J. Parnell Thomas, R. (Allendale)

NEW YORK
1. Edgar A. Sharp, R. (Patchogue)
2. Leonard W. Hall, R. (Oyster Bay)
16. Ellsworth Buck, R. (Staten Is.)
27. Ralph W. Gwinn, R. (Bronxville)
28 Ralph A. Gamble, R. (Larchmont)
30. Jay LeFevre, R. (New Paltz)
34. Clarence E. Kilburn, R. (Malone)
35. Hadwin C. Fuller, R. (Parish)
36. Clarence E. Hancock, R. (Syracuse)
39. W. Sterling Cole, R. (Bath)
41. James W. Wadsworth, R. (Geneseo)
42. Walter G. Andrews, R. (Buffalo)
45. Daniel A. Reed, R. (Dunkirk)

NORTH CAROLINA
1. Herbert C. Bonner, D. (Washington)
2. John H. Kerr, D. (Warrenton)
3. Graham A. Bardon, D. (New Bern)
4. Harold D. Cooley, (D. (Nashville)
5. John H. Folger, D. (Mount Airy)
6. Carl T. Durham, D. (Chapel Hill)
7. J. Bayard Clark, D. (Fayetteville)
8. William O. Burgin, D. (Lexington)
9. Robert L. Doughton, D. (Laurel Springs)
10. Samuel W. Ervin, Jr., D. (Charlotte)
11. A. L. Bulwinkle, D. (Gastonia)
12. Zebulon Weaver D. (Ashville)

PENNSYLVANIA
7. James Wolfenden, R. (Upper Darby)
9. J. Roland Kinzer, R. (Lancaster)
12. Ivor D. Fenton, R. (Mahaney City)
14. Wilson D. Gillette, R. (Towanda)
15. Robert F. Rich, R. (Woolrich)
16. Samuel K. McConnel, Jr. R. (Penn Wyne)
17. Richard M. Simpson, R. (Huntinsdon)
18. John C. Kunkel, R. (Harrisburgh)
19. Leon H. Gavin, R. (Oil City)
21. Chester H. Gross, R. (Manchester)
22. D. Emmert Brumbaugh, R. (Claysburgh)
25. Louis E. Graham, R. (Beaver)
26. Harve Tibbott, R. (Ebensburgh(
28. Robert L. Rodger, R. (Erie)
29. Howard E. Campbell, R. (Pittsburgh)

RHODE ISLAND - Signed

Vermont
L. Charles A. Plumley R. (Northfield)

VIRGINIA
1. Schuyler O. Bland, D. (Newport News)
2. Ralph H. Daughton, D. (Norfolk)
3. J. Vaughan Gary, D. (Richmond)
4. Patrick H. Drewry, D. (Petersburgh)
5. Thomas J. Burch, D. (Martinsville)
6. Clifton A. Woodrum, D. (Roanoke)
7. A. Willis Robertson, D. (Lexington)
8. Howard W. Smith, D. (Alexandria)
9. John W. Flannagan, Jr. D. (Bristol)

Members from FLORIDA, GEORGIA, and SOUTH CAROLINA have not signed. Numbers indicate Congressional Districts

ESTIMATE OF REPRESENTATIVES WHO HAVE NOT SIGNED DISCHARGE PETITION NO. 4 PERMANENT FEPC BILL, ON BASIS OF VOLUNTARY POLL OF MEMBERS CONDUCTED BY THE NATIONAL COUNCIL FOR A PERMANENT FEPC, AS OF 12/15/46

WEST VIRGINIA
8. Hubert S. Ellis, R. (Huntington)

Central United States

ILLINOIS
10. Ralph E. Church, R. (Chicago)
11. Chauncey Reed, R. (W. Chicago)
12. Noah M. Mason, R. (Oglesby)
13. Leo E. Allen, R. (Galena)
14. Anton J. Johnson, R. (Macomb)
15. Robert Chiperfield, R. (Canton)
17. Leslie C. Arends, R. (Melvin)
18. Jessie Summer, R. (Milford)
19. Rolla C. McMillen, R. (Decatur)
20. Sid Simpson, R. Carrollton)
21. Evan Howell, R. (Springfield)
23. Charles W. Vursell, R. (Salem)
24. Roy Clippinger, R.
25. C. W. Biship, R. (Carterville)

INDIANA
2. Charles A. Halleck, R. (Renselaer)
3. Robert A. Grant, R. (South Bend)
4. George W. Gillie, R. (Fort Wayne)
5. Forest A. Harness, R. (Kokomo)
9. Earl Wilson, R. (Huron)
10. Raymond Springer, R. (Connersville)

KENTUCKY
1. Noble J. Gregory, D. (Mayfield)
2. Earle C. Clements, D. (Morganfield)
3. Emmet O'Neal, D. (louisville)
4. Frank L. Chelf, D. (Lebanon)
5. Brent Spence, D. (Fort Thomas)
6. Virgil Champman, D. (Paris, Bourbon City)
7. Andrew J. May, D. (Prestonburg)
8. Joe B. Bates, D. (Greenup)
9. John M. Robison, R. (Barbourville)

MICHIGAN
2. Earl C. Michner, R. (Adrian)
4. Clare E. Hoffman, R. (Allegan)
5. Bartel Jonkman, R. (Grand Rapids)
6. William J. Blackney, R. (Flint)
7. Jesse P. Wolcott, R. (Port Huron)
8. Fred L. Crawford, R. (Saginaw)
10. Roy O. Woodruff, R. (Bay City)
11. Fred Bradley, R. (Rogers City)
17. George A. Dondero, R. (Royal Oak)

MISSOURI
L. Wat Arnold, R. (Kirksville)
2. Max Schwabe, R. (Columbia)
3. William C. Cole, R. (St. Joseph)
4. C. Jasper Bell, D. (Blue Springs)

MISSOURI
5. Roger C. Slaughter, D. (Kansas City)
6. Marion T. Bennett, R. (Springfield)
7. Dewey Short, R. (Galena)
8. A. S. J. Carnahan, D. (Ellsinore)
9. Clarence Cannon, D. (Elsberry)
10. Orville, Zimmerman, D. (Kennett)
12. Walter C. Ploeser, R. (St. Louis)

OHIO
1. Charles H. Elston, R. (Cincinnati)
2. William E. Hess, R. (Cincinnati)
4. Robert F. Jones (Lima)
5. Cliff Clevenger, R. (Bryan)
7. Clarence J. Brown, R. (Blanchester)
8. Frederick C. Smith, R. (Marion)
10. Thomas A. Jenkins, R. (Ironton)
13. Alvin Weichel, R. (Sandusky)
15. P. W. Griffiths, R. (Marietta)
22. Frances P. Bolton, R. (Lyndhurst - [illegible] Cleveland)

OKLAHOMA
1. George B. Schwabe, R. (Tulsa)
2. William G. Stigler, D. (Stigler)
3. Paul Stewart, D. (Antlers)
4. Lyle H. Boren, D. (Seminole)
5. A. S. Mike Monroney, D. (Okla. City)
6. Jed Johnson, D. (Andarko)
7. Victor Wickersham, D. (Mangum)
8. Ross Rizley, R. (Guymon)

ESTIMATE OF REPRESENTATIVES WHO HAVE NOT SIGNED DISCHARGE PETITION NO. 4 PERMANENT FEPC BILL, ON BASIS OF VOLUNTARY ROLL OF MEMBERS CONDUCTED BY THE NATIONAL COUNCIL FOR A PERMANENT FEPC AS OF 12/15/45

TENNESSEE
1. Brazilla C. Reece, R. (Johnson City)
2. John Jennihgs, R. (Knoxville)
3. Estes Kefauver, D. (Chattanooga)
4. Albert A. Gore, D. (Carthage)
5. Harold Earthman, D. (Murfreesboro)
6. James P. Priest, D. (Nashville)
7. Wirt Courtney, D. (Franklin)
8. Tom Murray, D. (Jackson)
9. Jere Cooper, D. (Dyersburg)
10. Cliffor Davis, D. (Memphis)

MINNESOTA
L. August H. Andresen, R. (Red Wing)
2. Joseph P. O'Hara, R. (Glencoe)
5. Walter H. Judd, R. (Minneapolis)
6. Harold Knutson, R. (St. Cloud)
7. H. Carl Andersen, R. (tyler)
8. William A. Pittenger, R. (Duluth)

MONTANA
1. Michael Mansfield, R. (Missoula)
2. Wesley A. D'Ewart, R. (Wilsall)

WESTERN UNITED STATES

ARIZONA
At L. John R. Murdock, D. (Tempe)
At L. Richard Harlies D

CALIFORNIA
L. Clarence F. Lea, D. (Santa Rosa)
2. Clair Engle, D. (Red Bluff)
3. J. Leroy Johnson, R. (Stockton)
8. Jack Anderson, R. (San Juan Bautista)
10. Alfred J. Elliott, D. (Tulare)
20. Carl Hinshaw, R. (Pasadena)
21. Harry R. Sheppard, D. (Yucaipa)

COLORADO
1. Dean M. Gillespie, R. (Denver)
2. William S. Hill, R. (Fort Collins)
3. J. Edgar Chenoweth, R. (Trinidad)
4. Robert R. Rockwell, R. (Paonia)

IDAHO
1. Compton I. White, D. (Clark Fork)
2. Harry C. Dworshak, R. (Burley)

IOWA
1. Thomas E. Martin, R. (Iowa City)
2. Henry O. Talle, R. (Decorah)
3. John W. Gwynne, R. (Waterloo)
4. Carl M. LeCompte, R. (Corydon)
5. Paul Cunningham, R. (Des Moines)
6. James I. Dolliver, R. (Fort Dodge)
7. Ben F. Jensen, R. (Exira)
8. Charles B. Hoeven, R. (Alton)

KANSAS
2. Errett P. Scrivner, R. (Kansas City)
3. Thomas D. Winter, R. (Girard)
4. Edward H. Rees, R. (lyon County)
5. Clifford Hope, R. (Garden City)
6. Frank Carlson, R. (Concordia)

NEBRASKA
1. Carl T. Curtis, R. (Minden)
4. A. L. Miller, R. (Kimball)

NEVADA
At L. Berkley L. Bunker, D. (Las Vegas)

NEW MEXICO
At L. (Vacant)
at L. Antonio M. Fernandez, D. (Santa Fe)

NORTH DAKOTA
At L. Chas. R. Robertson, R. (Bismark)

OREGON
1. (Vacant)
2. Lowell Stockman, R. (Pendleton)
4. Harris Ellsworth, R. (Roseburg)

SOUTH DAKOTA
1. Karl E. Mundt, R. (Madison)
2. Francis Case, R. (Custer)

UTAH - Sighed

WASHINGTON
5. Walt Horan R. (Wenachee)
4. Hal Holmes R.

WISCONSIN
1. Lawrence H. Smith, R. (Racine)
2. Robert K. Henry, R. (Jefferson)
3. William Stevenson, R. (LaCross)
4. Thad F. Wasielewski, D. (Milwaukee)
7. Reid F. Murray, R. (Ogdensburg)
8. John W. Byrnes, R. (Green Bay)
10. Alvin O'Konski, R. (Mercer)

WYOMING
At L. Frank A. Barrett, R. (Lusk)

NCFEPC
Bills

For your information and file

[CHAP. 368]

AN ACT PROVIDING FOR A FAIR EMPLOYMENT PRACTICE LAW AND ESTABLISHING A COMMISSION, TO BE KNOWN AS THE MASSACHUSETTS FAIR EMPLOYMENT PRACTICE COMMISSION, AND DEFINING ITS POWERS AND DUTIES.

Be it enacted, etc., as follows:

SECTION 1. The right to work without discrimination because of race, color, religious creed, national origin or ancestry is hereby declared to be a right and privilege of the inhabitants of the commonwealth.

SECTION 2. Section seventeen of chapter six of the General Laws, as most recently amended by section one of chapter six hundred and nineteen of the acts of nineteen hundred and forty-five, is hereby further amended by inserting after the word "Authority" in the eleventh line the following: — , the Massachusetts fair employment practice commission, — so as to read as follows: — *Section 17.* The armory commission, the art commission, the commission on administration and finance, the commissioner of veterans' services, the commissioners on uniform state laws, the public bequest commission, the state ballot law commission, the board of trustees of the Soldiers' Home in Massachusetts, the milk regulation board, the alcoholic beverages control commission, the state planning board, the trustees of the state library, the state racing commission, the Greylock reservation commission, the Port of Boston Authority, the Massachusetts fair employment practice commission and the Massachusetts aeronautics commission shall serve under the governor and council, and shall be subject to such supervision as the governor and council deem necessary and proper.

SECTION 3. Said chapter six is hereby further amended by adding after section fifty-five, added by section two of chapter six hundred and nineteen of the acts of nineteen hundred and forty-five, under the caption Massachusetts Fair Employment Practice Commission, the following new section: — *Section 56.* There shall be a commission to be known as the Massachusetts Fair Employment Practice Commission.

Such commission shall consist of three members, to be known as commissioners, who shall be appointed by the governor, by and with the advice and consent of the council, and one of whom shall be designated as chairman by the governor. The term of office of each member of the commission shall be for three years, provided, however, that of the commissioners first appointed, one shall be appointed for a term of one year, one for a term of two years, one for a term of three years. Any member chosen to fill a vacancy occurring otherwise than by expiration of term shall be appointed for the unexpired term of the member whom he is to succeed. Two members of the commission shall constitute a quorum for the purpose of conducting the business thereof. A single vacancy in the commission shall not impair the right of the remaining members to exercise all the powers of the commission.

The chairman of the commission shall receive a salary of five thousand dollars per year, and each of the other members shall receive a salary of four thousand dollars per year, and each member shall also be entitled to his expenses actually and necessarily incurred by him in the performance of his duties, and shall be eligible for reappointment. Any member may be removed by the governor, with the consent of the council, for inefficiency, neglect of duty, misconduct or malfeasance in office, after being given a written statement of the charges and an opportunity to be heard thereon.

All employees of the commission, except an executive secretary, the heads of divisions, and attorneys, shall be subject to chapter thirty-one and the rules and regulations made thereunder.

SECTION 4. The General Laws are hereby amended by inserting after chapter one hundred and fifty-one A the following new chapter: —

CHAPTER 151B.

UNLAWFUL DISCRIMINATION AGAINST RACE, COLOR, RELIGIOUS CREED, NATIONAL ORIGIN OR ANCESTRY.

Section 1. As used in this chapter

1. The term "person" includes one or more individuals, partnerships, associations, corporations, legal representatives, trustees, trustees in bankruptcy, receivers, and the commonwealth and all political subdivisions, boards, and commissions thereof.

2. The term "employment agency" includes any person undertaking to procure employees or opportunities to work.

3. The term "labor organization" includes any organization which exists and is constituted for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or of other mutual aid or protection in connection with employment.

4. The term "unlawful employment practice" includes only those unlawful employment practices specified in section four.

5. The term "employer" does not include a club exclusively social, or a fraternal, charitable, educational or religious association or corporation, if such club, association or corporation is not organized for private profit, nor does it include any employer with fewer than six persons in his employ, but shall include the commonwealth and all political subdivisions, boards, departments, and commissions thereof.

6. The term "employee" does not include any individual employed by his parents, spouse or child, or in the domestic service of any person.

7. The term "commission", unless a different meaning clearly appears from the context, means the Massachusetts fair employment practice commission created by section fifty-six of chapter six.

Section 2. The commission, as established by section fifty-six of chapter six, shall formulate policies to effectuate the purposes of this chapter and may make recommendations to agencies and officers of the commonwealth or its political subdivisions in aid of such policies and purposes.

Section 3. The commission shall have the following functions, powers and duties:

1. To establish and maintain its principal office in the city of Boston, and such other offices within the commonwealth as it may deem necessary.

2. To meet and function at any place within the commonwealth.

3. To appoint such attorneys, clerks, and other employees and agents as it may deem necessary, fix their compensation within the limitations provided by law, and prescribe their duties.

4. To obtain upon request and utilize the services of all executive departments and agencies.

5. To adopt, promulgate, amend, and rescind rules and regulations suitable to carry out the provisions of this chapter, and the policies and practice of the commission in connection therewith.

6. To receive, investigate and pass upon complaints alleging discrimination in employment because of race, color, religious creed, national origin, or ancestry.

7. To hold hearings, subpoena witnesses, compel their attendance, administer oaths, take the testimony of any person under oath, and in connection therewith, to require the production for examination of any books or papers relating to any matter under investigation or in question before the commission. The commission may make rules as to the issuance of subpoenas by individual commissioners.

No person shall be excused from attending and testifying or from producing books, records, correspondence, documents or other evidence in obedience to the subpoena of the commission, on the ground that the testimony or evidence required of him may tend to incriminate him or subject him to a penalty or forfeiture; but no individual shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matter or thing concerning which he is compelled, after having claimed his privilege against self-incrimination, to testify or produce evidence, except that such individual so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying.

8. To create such advisory agencies and conciliation councils, local, regional or state-wide, as in its judgment will aid in effectuating the purposes of this chapter, and the commission may empower them to study the problems of dis-

crimination in all or specific fields of human relationships or in specific instances of discrimination, because of race, color, religious creed, national origin, or ancestry, in order to foster, through community effort or otherwise, good will, co-operation and conciliation among the groups and elements of the population of the commonwealth, and make recommendations to the commission for the development of policies and procedures in general and in specific instances, and for programs of formal and informal education which the commission may recommend to the appropriate state agency. Such advisory agencies and conciliation councils shall be composed of representative citizens, serving without pay, but with reimbursement for actual and necessary traveling expenses; and the commission may make provision for technical and clerical assistance to such agencies and councils and for the expenses of such assistance.

9. To issue such publications and such results of investigations and research as in its judgment will tend to promote good will and minimize or eliminate discrimination because of race, color, religious creed, national origin or ancestry.

10. To render each year to the governor and to the general court a full written report of its activities and of its recommendations.

11. To adopt an official seal.

Section 4. It shall be an unlawful employment practice:

1. For an employer, by himself or his agent, because of the race, color, religious creed, national origin, or ancestry of any individual, to refuse to hire or employ or to bar or to discharge from employment such individual or to discriminate against such individual in compensation or in terms, conditions or privileges of employment, unless based upon a bona fide occupational qualification.

2. For a labor organization, because of the race, color, religious creed, national origin, or ancestry of any individual to exclude from full membership rights or to expel from its membership such individual or to discriminate in any way against any of its members or against any employer or any individual employed by an employer, unless based upon a bona fide occupational qualification.

3. For any employer or employment agency to print or circulate or cause to be printed or circulated any statement, advertisement or publication, or to use any form of application for employment or to make any inquiry or record in connection with employment, which expresses, directly or indirectly, any limitation, specification or discrimination as to race, color, religious creed, national origin or ancestry or any intent to make any such limitation, specification or discrimination, or to discriminate in any way on the ground of race, color, religious creed, national origin or ancestry, unless based upon a bona fide occupational qualification.

4. For any person, employer, labor organization or employment agency to discharge, expel or otherwise discrimi-

nate against any person because he has opposed any practices forbidden under this chapter or because he has filed a complaint, testified or assisted in any proceeding under section five.

5. For any person, whether an employer or an employee or not, to aid, abet, incite, compel or coerce the doing of any of the acts forbidden under this chapter or to attempt to do so.

Section 5. Any person claiming to be aggrieved by an alleged unlawful employment practice may, by himself or his attorney, make, sign and file with the commission a verified complaint in writing which shall state the name and address of the person, employer, labor organization or employment agency alleged to have committed the unlawful employment practice complained of and which shall set forth the particulars thereof and contain such other information as may be required by the commission. The attorney general may, in like manner, make, sign and file such complaint. The commission, whenever it has reason to believe that any person has been or is engaging in an unlawful employment practice, may issue such a complaint. Any employer whose employees, or some of them, refuse or threaten to refuse to co-operate with the provisions of this chapter, may file with the commission a verified complaint asking for assistance by conciliation or other remedial action.

After the filing of any complaint, the chairman of the commission shall designate one of the commissioners to make, with the assistance of the commission's staff, prompt investigation in connection therewith; and if such commissioner shall determine after such investigation that probable cause exists for crediting the allegations of the complaint, he shall immediately endeavor to eliminate the unlawful employment practice complained of by conference, conciliation and persuasion. The members of the commission and its staff shall not disclose what has occurred in the course of such endeavors, provided that the commission may publish the facts in the case of any complaint which has been dismissed, and the terms of conciliation when the complaint has been so disposed of. In case of failure so to eliminate such practice, or in advance thereof if in his judgment circumstances so warrant, he may cause to be issued and served in the name of the commission, a written notice, together with a copy of such complaint, as the same may have been amended, requiring the person, employer, labor organization or employment agency named in such complaint, hereinafter referred to as respondent, to answer the charges of such complaint at a hearing before the commission, at a time and place to be specified in such notice. The place of any such hearing shall be the office of the commission or such other place as may be designated by it. The case in support of the complaint shall be presented before the commission by one of its attorneys or agents, and the commissioner who shall have previously made the investigation and caused the notice to be issued shall not participate in the hearing except as a witness, nor shall he participate in the deliberations of the commission in such case; and the aforesaid endeavors at conciliation shall not be received in evidence. The respondent may file a written verified answer to the complaint and appear at such hearing in person or otherwise, with or without counsel, and submit testimony. In the discretion of the commission, the complainant may be allowed to intervene and present testimony in person or by counsel. The commission or the complainant shall have the power reasonably and fairly to amend any complaint, and the respondent shall have like power to amend his answer. The commission shall not be bound by the strict rules of evidence prevailing in courts of law or equity. The testimony taken at the hearing shall be under oath and be transcribed at the request of any party. If, upon all the evidence at the hearing the commission shall find that a respondent has engaged in any unlawful employment practice as defined in section four, the commission shall state its findings of fact and shall issue and cause to be served on such respondent an order requiring such respondent to cease and desist from such unlawful employment practice and to take such affirmative action, including (but not limited to) hiring, reinstatement or upgrading of employees, with or without back pay, or restoration to membership in any respondent labor organization, as, in the judgment of the commission, will effectuate the purposes of this chapter, and including a requirement for report of the manner of compliance. If, upon all the evidence, the commission shall find that a respondent has not engaged in any such unlawful employment practice, the commission shall state its findings of fact and shall issue and cause to be served on the complainant an order dismissing the said complaint as to such respondent. A copy of its order shall be delivered in all cases to the attorney general and such other public officers as the commission deems proper. The commission shall establish rules of practice to govern, expedite and effectuate the foregoing procedure and its own actions thereunder. Any complaint filed pursuant to this section must be so filed within six months after the alleged act of discrimination.

Section 6. Any complainant, respondent or other person aggrieved by such order of the commission may obtain judicial review thereof, and the commission may obtain an order of court for its enforcement, in a proceeding as provided in this section. Such proceeding shall be brought in the superior court of the commonwealth within any county wherein the unlawful employment practice which is the subject of the commission's order occurs or wherein any person required in the order to cease and desist from an unlawful employment practice or to take other affirmative action resides or transacts business. Such proceeding shall be initiated by the filing of a petition in such court, together with a written transcript of the record upon the hearing before the commission, and issuance and service of an order of notice as in proceedings in equity. The court shall have power to grant such temporary relief or restraining order as it deems just and proper, and to make and enter upon the pleadings, testimony and proceedings set forth in such transcript an order or decree enforcing, modifying, and enforcing as so modified, or setting aside in whole or in part the order of the commission with full power to issue injunctions against any respondent and to punish for contempt thereof. No objection that has not been urged before the commission shall be considered by the court, unless the failure or neglect to urge such objection shall be excused because of extraordinary circumstances. Any party may move the court to remit the case to the commission in the interests of justice for the purpose of adducing additional specified and material evidence and seeking findings thereon, provided he shows reasonable grounds for the failure to adduce such evidence before the commission. The findings of the commission as to the facts shall be conclusive if supported by sufficient evidence on the record considered as a whole. All such proceedings shall be heard and determined by the court as expeditiously as possible and shall take precedence over all other matters before it, except matters of like nature. The jurisdiction of the superior court shall be exclusive and its final order or decree shall be subject to review by the supreme judicial court in the same manner and form and with the same effect as in appeals from a final order or decree in proceedings in equity. The commission's copy of the testimony shall be available at all reasonable times to all parties for examination without cost and for the purposes of judicial review of the order of the commission. The review shall be heard on the record without requirement of printing. The commission may appear in court by one of its attorneys. A proceeding under this section when instituted by any complainant, respondent or other person aggrieved must be instituted within thirty days after the service of the order of the commission.

Section 7. Every employer, employment agency and labor union subject to this act, shall post in a conspicuous place or places on his premises a notice to be prepared or approved by the commission, which shall set forth excerpts of this chapter and such other relevant information which the commission deems necessary to explain the act. Any employer, employment agency or labor union refusing to comply with the provisions of this section shall be punished by a fine of not less than ten dollars nor more than one hundred dollars.

Section 8. Any person, employer, labor organization or employment agency, who or which shall wilfully resist, prevent, impede or interfere with the commission or any of its members or representatives in the performance of duty under this chapter, or shall wilfully violate a final order of the commission, or who shall wilfully file a false complaint shall be punished for each offence by imprisonment for not more than one year, or by a fine of not more than five hundred dollars, or by both; but procedure for the review of the order shall not be deemed to be such wilful conduct.

Section 9. The provisions of this chapter shall be construed liberally for the accomplishment of the purposes thereof, and any law inconsistent with any provision hereof shall not apply, but nothing contained in this chapter shall be deemed to repeal section ninety-eight of chapter two hundred and seventy-two or any other law of this commonwealth relating to discrimination because of race, color, religious creed, national origin, or ancestry; but, as to acts declared unlawful by section four, the procedure provided in this chapter shall, while pending, be exclusive; and the final determination therein shall exclude any other action, civil or criminal, based on the same grievance of the individual concerned. If such individual institutes any action based on such grievance without resorting to the procedure provided in this chapter, he may not subsequently resort to the procedure herein.

Section 10. If any provision of this chapter or the application thereof to any person or circumstance, shall, for any reason, be held invalid, the remainder of this chapter or the application of such provision to persons or circumstances other than those as to which it is held invalid shall not be affected thereby. *Approved May 23, 1946.*

NC-1-8C
Bill

Also S. 984

80th CONGRESS
1st Session

H. R. 2824 and 2820

IN THE HOUSE OF REPRESENTATIVES

MARCH 27, 1947

Mr. FULTON introduced the following bill; which was referred to the Committee on Education and Labor

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A BILL

To prohibit discrimination in employment because of race, religion, color, national origin, or ancestry.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "National Act Against Discrimination in Employment".

FINDINGS AND DECLARATION OF POLICY

SEC. 2. (a) The Congress hereby finds that the practice of discriminating in employment against properly qualified persons because of their race, religion, color, national origin, or ancestry is contrary to the American principles of liberty and of equality of opportunity, is incompatible with the Constitution, forces large segments of our population into substandard conditions of living, foments industrial strife and domestic unrest, deprives the United States of the fullest utilization of its capacities for production, endangers the national security and the general welfare, and adversely affects the domestic and foreign commerce of the United States.

(b) The right to employment without discrimination because of race, religion, color, national origin, or ancestry is hereby recognized as and declared to be a civil right of all the people of the United States.

(c) This Act has also been enacted as a step toward fulfillment of the international treaty obligations imposed by the Charter of the United Nations upon the United States as a signatory thereof to promote universal respect for, and observance of, human rights and fundamental freedoms for all without distinction as to race, sex, language, or religion.

(d) It is hereby declared to be the policy of the United States to protect the right recognized and declared in subdivision (b) hereof and to eliminate all such discrimination to the fullest extent permitted by the Constitution. This Act shall be construed to effectuate such policy.

DEFINITIONS

SEC. 3. As used in this Act:

(a) The term "person" includes one or more individuals, partnerships, associations, corporations, legal representatives, trustees, trustees in bankruptcy, receivers, or any organized group of persons and any agency or instrumentality of the United States or of any Territory or possession thereof.

(b) The term "employer" means a person engaged in commerce or in operations affecting commerce having in his employ fifty or more individuals; any agency or instrumentality of the United States or of any Territory or possession thereof; and any person acting in the interest of an employer, directly or indirectly.

(c) The term "labor organization" means any organization, having fifty or more members employed by any employer or employers, which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or for other mutual aid or protection in connection with employment.

(d) The term "commerce" means trade, traffic, commerce, transportation, or communication among the several States; or between any State, Territory, or the District of Columbia and any place outside thereof; or within the District of Columbia or any Territory; or between points in the same State but through any point outside thereof.

(e) The term "affecting commerce" means in commerce, or burdening or obstructing commerce or the free flow of commerce.

(f) The term "Commission" means the National Commission Against Discrimination in Employment, created by section 6 hereof.

EXEMPTIONS

SEC. 4. This Act shall not apply to any State or municipality or political subdivision thereof, or to any religious, charitable, fraternal, social, educational, or sectarian corporation or association, not organized for private profit, other than labor organizations.

UNLAWFUL EMPLOYMENT PRACTICES DEFINED

SEC. 5. (a) It shall be an unlawful employment practice for an employer—

(1) to refuse to hire, to discharge, or otherwise to discriminate against any individual with respect to his terms, conditions, or privileges of employment, because of such individual's race, religion, color, national origin, or ancestry; and

(2) to utilize in the hiring or recruitment of individuals for employment any employment agency, placement service, training school or center, labor organization, or any other source which discriminates against such individuals because of their race, religion, color, national origin, or ancestry.

(b) It shall be an unlawful employment practice for any labor organization to discriminate against any individual or to limit, segregate, or classify its membership in any way which would deprive or tend to deprive such individual of employment opportunities, or would limit his employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment, or adversely affect his wages, hours or employment conditions, because of such individual's race, religion, color, national origin, or ancestry.

(c) It shall be an unlawful employment practice for any employer or labor organization to discharge, expel, or otherwise discriminate against any person, because he has opposed any unlawful employment practice or has filed a charge, testified, participated, or assisted in any proceeding under this Act.

THE NATIONAL COMMISSION AGAINST DISCRIMINATION IN EMPLOYMENT

SEC. 6. (a) There is hereby created a commission to be known as the National Commission Against Discrimination in Employment, which shall be composed of seven members who shall be appointed by the President by and with the advice and consent of the Senate. One of the original members shall be appointed for a term of one year, one for a term of two years, one for a term of three years, one for a term of four years, one for a term of five years, one for a term of six years, and one for a term of seven years, but their successors shall be appointed for terms of seven years each, except that any individual chosen to fill a vacancy shall be appointed only for the unexpired term of the member whom he shall succeed. The President shall designate one member to serve as Chairman of the Commission. Any member of the Commission may be removed by the President upon notice and hearing for neglect of duty or malfeasance in office, but for no other cause.

(b) A vacancy in the Commission shall not impair the right of the remaining members to exercise all the powers of the Commission and three members thereof shall constitute a quorum.

(c) The Commission shall have an official seal which shall be judicially noticed.

(d) The Commission shall at the close of each fiscal year report to the Congress and to the President concerning the cases it has heard, the decisions it has rendered, the names, salaries, and duties of all individuals in its employ and the moneys it has disbursed, and shall make such further reports on the cause of and means of eliminating discrimination and such recommendations for further legislation as may appear desirable.

(e) Each member of the Commission shall receive a salary of $10,000 a year.

(f) The principal office of the Commission shall be in the District of Columbia, but it may meet or exercise any or all of its powers at any other place and may establish such regional offices as it deems necessary. The Commission may, by one or more of its members or by such agents as it may designate, conduct any investigation, proceeding, or hearing necessary to its functions in any part of the United States. Any such agent designated to conduct a proceeding or a hearing shall be a resident of the Federal judicial circuit, as defined in sections 116 and 308 of the Judicial Code as amended (U. S. C. Annotated, title 28, secs. 211 and 450), within which the alleged unlawful employment practice occurred.

(g) The Commission shall have power—

(1) to appoint such agents and employees as it deems necessary to assist it in the performance of its functions;

(2) to cooperate with regional, State, local, and other agencies;

(3) to pay to witnesses whose depositions are taken or who are summoned before the Commission or any of its

agents the same witness and mileage fees as are paid to witnesses in the courts of the United States;

(4) to furnish to persons subject to this Act such technical assistance as they may request to further their compliance with this Act or any order issued thereunder;

(5) upon the request of any employer, whose employees or some of them refuse or threaten to refuse to cooperate in effectuating the provisions of this Act, to assist in such effectuation by conciliation or other remedial action;

(6) to make such technical studies as are appropriate to effectuate the purposes and policies of this Act and to make the results of such studies available to interested governmental and nongovernmental agencies; and

(7) to create such local, State, or regional advisory and conciliations councils as in its judgment will aid in effectuating the purpose of this Act, and the Commission may empower them to study the problem or specific instances of discrimination in employment because of race, religion, color, national origin, or ancestry and to foster through community effort or otherwise good will, cooperation, and conciliation among the groups and elements of the population, and make recommendation to the Commission for the development of policies and

procedures in general and in specific instances. Such advisory and conciliation councils shall be composed of representative citizens residents of the area for which they are appointed, serving without pay, but with reimbursement for actual and necessary traveling expenses; and the Commission may make provision for technical and clerical assistance to such councils and for the expenses of such assistance.

PREVENTION OF UNLAWFUL EMPLOYMENT PRACTICES

SEC. 7. (a) Whenever a sworn written charge has been filed by or on behalf of any person claiming to be aggrieved, or a written charge has been filed by a member of the Commission, that any person subject to the Act has engaged in any unlawful employment practice, the Commission shall investigate such charge and if it shall determine after such preliminary investigation that probable cause exists for crediting such written charge, it shall endeavor to eliminate any unlawful employment practice by informal methods of conference, conciliation, and persuasion. Nothing said or done during such endeavors may be used as evidence in any subsequent proceeding.

(b) If the Commission fails to effect the elimination of such unlawful employment practice and to obtain voluntary compliance with this Act, or in advance thereof if circumstances so warrant, it shall cause a copy of such written charge to be served upon such person who has allegedly committed any unlawful employment practice, hereinafter called the respondent, together with a notice of hearing before the Commission, or a member thereof, or before a designated agent, at a place therein fixed, not less than ten days after the service of such charge.

(c) The member of the Commission who filed a charge shall not participate in a hearing thereon or in a trial thereof.

(d) At the conclusion of a hearing before a member or designated agent of the Commission the entire record thereof shall be transferred to the Commission, which shall designate three of its qualified members to sit as the Commission and to hear on such record the parties at a time and place to be specified upon reasonable notice.

(e) All testimony shall be taken under oath.

(f) The respondent shall have the right to file a verified answer to such written charge and to appear at such hearing in person or otherwise, with or without counsel, to present evidence and to examine and cross-examine witnesses.

(g) The Commission or the member or designated agent conducting such hearing shall have the power reasonably and fairly to amend any written charge, and the respondent shall have like power to amend its answer.

(h) Any written charge filed pursuant to this section must be filed within one year after the commission of the alleged unlawful employment practice.

(i) If upon the record, including all the testimony taken, the Commission shall find that any person named in the written charge has engaged in any unlawful employment practice, the Commission shall state its findings of fact and shall issue and cause to be served on such person an order requiring him to cease and desist from such unlawful employment practice and to take such affirmative action, including reinstatement or hiring of employees, with or without back pay, as will effectuate the policies of the Act. If upon the record, including all the testimony taken, the Commission shall find that no person named in the written charge has engaged or is engaging in any unlawful employment practice, the Commission shall state its findings of fact and shall issue an order dismissing the said complaint.

(j) Until a transcript of the record in a case shall have been filed in a court, as hereinafter provided, the Commission may at any time, upon reasonable notice and in such manner as it shall deem proper, modify or set aside, in whole or in part, any finding or order made or issued by it.

(k) The proceedings held pursuant to this section shall be conducted in conformity with the standards and limitations of sections 5, 6, 7, and 8 of the Administrative Procedure

Act, Public Law 404, Seventy-ninth Congress, June 11, 1946.

JUDICIAL REVIEW

SEC. 8. (a) The Commission shall have power to petition any circuit court of appeals of the United States (including the Court of Appeals of the District of Columbia) or, if the circuit court of appeals to which application might be made is in vacation, any district court of the United States (including the Supreme Court of the District of Columbia) within any circuit wherein the unlawful employment practice in question occurred, or wherein the respondent transacts business, for the enforcement of such order and for appropriate temporary relief or restraining order, and shall certify and file in the court to which petition is made a transcript of the entire record in the proceeding, including the pleadings and testimony upon which such order was entered and the findings and the order of the Commission. Upon such filing, the court shall conduct further proceedings in conformity with the standards, procedures, and limitations established by sections 10c and 10e, of the Administrative Procedure Act.

(b) Upon such filing, the court shall cause notice thereof to be served upon such respondent and thereupon shall have jurisdiction of the proceeding and of the question determined therein and shall have power to grant such temporary relief or restraining order as it deems just and proper and to make and enter upon the pleadings, testimony, and proceedings set forth in such transcript a decree enforcing, modifying, and enforcing as so modified, or setting aside in whole or in part the order of the Commission.

(c) No objection that has not been urged before the Commission, its member or agent, shall be considered by the court, unless the failure or neglect to urge such objection shall be excused because of extraordinary circumstances.

(d) If either party shall apply to the court for leave to adduce additional evidence and shall show to the satisfaction of the court that such additional evidence is material and that there was reasonable grounds for the failure to adduce such evidence in the hearing before the Commission, its member or agent, the court may order such additional evidence to be taken before the Commission, its member or agent, and to be made a part of the transcript.

(e) The Commission may modify its findings as to the facts, or make new findings, by reason of additional evidence so taken and filed, and it shall file such modified or new findings and its recommendations, if any, for the modification or setting aside of its original order.

(f) The jurisdiction of the court shall be exclusive and its judgment and decree shall be final, except that the same shall be subject to review by the appropriate circuit court of appeals, if application was made to the district court as hereinabove provided, and by the Supreme Court of the United States upon writ of certiorari or certification as provided in sections 239 and 240 of the Judicial Code, as amended (U. S. C., title 28, secs. 346 and 347).

(g) Any person aggrieved by a final order of the Commission may obtain a review of such order in any circuit court of appeals of the United States in the circuit wherein the unlawful employment practice in question was alleged to have been engaged in or wherein such person transacts business, by filing in such court a written petition praying that the order of the Commission be modified or set aside. A copy of such petition shall be forthwith served upon the Commission and thereupon the aggrieved party shall file in the court a transcript of the entire record in the proceeding certified by the Commission, including the pleadings and testimony upon which the order complained of was entered and the findings and order of the Commission. Upon such filing, the court shall proceed in the same manner as in the case of an application by the Commission under subsection (a), and shall have the same exclusive jurisdiction to grant to the petitioner or the Commission such temporary relief or restraining order as it deems just and proper, and in like manner to make and enter a decree enforcing, modifying, and enforcing as so modified, or setting aside in whole or in part, the order of the Commission.

(h) Upon such filing by a person aggrieved the reviewing court shall conduct further proceedings in conformity with the standards, procedures, and limitations established by sections 10a and 10b of the Administrative Procedure Act.

(i) The commencement of proceedings under subsection (a) or (g) of this section shall not, unless specifically ordered by the court, operate as a stay of the Commission's order.

INVESTIGATORY POWERS

SEC. 9. (a) For the purpose of all investigations, proceedings, or hearings which the Commission deems necessary or proper for the exercise of the powers vested in it by this Act, the Commission, or any member thereof, shall have power to issue subpenas requiring the attendance and testimony of witnesses and the production of any evidence relating to any investigation, proceeding, or hearing before the Commission, its member, or agent conducting such investigation, proceeding, or hearing.

(b) Any member of the Commission, or any agent designated by the Commission for such purposes, may administer oaths, examine witnesses, and receive evidence.

(c) Such attendance of witnesses and the production of such evidence may be required, from any place in the United States or any Territory or possession thereof, at any designated place of hearing.

(d) In case of contumacy or refusal to obey a subpena issued to any person under this Act, any district court of the United States or the United States courts of any Territory or possession, or the Supreme Court of the District of Columbia, within the jurisdiction of which the investigation, proceeding, or hearing is carried on or within the jurisdiction of which said person guilty of contumacy or refusal to obey is found or resides or transacts business, upon application by the Commission shall have jurisdiction to issue to such person an order requiring him to appear before the Commission, its member, or agent, there to produce evidence if so ordered, or there to give testimony relating to the investigation, proceeding, or hearing.

(e) No person shall be excused from attending and testifying or from producing documentary or other evidence in obedience to the subpena of the Commission, on the ground that the testimony or evidence required of him may tend to incriminate him or subject him to a penalty or forfeiture; but no individual shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matters, or thing concerning which he is compelled, after having claimed his privilege against self-incrimination, to testify or produce evidence, except that such individual so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying. The immunity herein provided shall extend only to natural persons so compelled to testify.

ENFORCEMENT OF ORDERS DIRECTED TO GOVERNMENT AGENCIES

SEC. 10. The provisions of section 8 shall not apply with respect to an order of the Commission under section 7 directed to any agency or instrumentality of the United States, or of any Territory or possession thereof, or any officer or employee thereof. The Commission may request the President to take such action as he deems appropriate to obtain compliance with such orders. The President shall have power to provide for the establishment of rules and regulations to prevent the committing or continuing of any unlawful employment practice as herein defined by any person who makes a contract with any agency or instrumentality of the United States (excluding any State or political subdivision thereof) or of any Territory or possession of the United States, which contract requires the employment of at least fifty individuals. Such rules and regulations shall be enforced by the Commission according to the procedure hereinbefore provided.

NOTICES TO BE POSTED

SEC. 11. (a) Every employer and labor organization shall post and keep posted in conspicuous places upon its premises a notice to be prepared or approved by the Commission setting forth excerpts of the Act and such other relevant information which the Commission deems appropriate to effectuate the purposes of the Act.

(b) A willful violation of this section shall be punishable by a fine of not less than $100 or more than $500 for each separate offense.

VETERANS' PREFERENCE

SEC. 12. Nothing contained in this Act shall be construed to repeal or modify any Federal or State law creating special rights or preferences for veterans.

RULES AND REGULATIONS

SEC. 13. (a) The Commission shall have authority from time to time to issue, amend, or rescind suitable regulations to carry out the provisions of this Act. If at any time after the issuance of any such regulation or any amendment or rescission thereof, there is passed a concurrent resolution of the two Houses of the Congress stating in substance that the Congress disapproves such regulation, amendment, or rescission, such disapproved regulation, amendment, or rescission shall not be effective after the date of the passage of such concurrent resolution, nor shall any regulation or amendment having the same effect as that concerning which the concurrent resolution was passed be issued thereafter by the Commission.

(b) Regulations issued under this section shall be in conformity to the standards and limitations of the Administrative Procedure Act.

FORCIBLY RESISTING THE COMMISSION OR ITS REPRESENTATIVES

SEC. 14. Whoever shall forcibly resist, oppose, impede, intimidate, or interfere with a member, agent, or employee of the Commission while engaged in the performance of duties under this Act, or because of such performance, shall be punished by a fine of not more than $500, or by imprisonment for not more than one year, or by both.

SEPARABILITY CLAUSE

SEC. 15. If any provision of this Act or the application of such provision to any person or circumstance shall be held invalid, the remainder of this Act or the application of such provision to persons or circumstances other than those to which it is held invalid shall not be affected thereby.

80TH CONGRESS
1ST SESSION

H. R. 2824

A BILL

To prohibit discrimination in employment because of race, religion, color, national origin, or ancestry.

By Mr. FULTON

MARCH 27, 1947

Referred to the Committee on Education and Labor

FEPC Bills

80TH CONGRESS
1ST SESSION

H. R. 2820

IN THE HOUSE OF REPRESENTATIVES

MARCH 27, 1947

MRS. NORTON introduced the following bill; which was referred to the Committee on Education and Labor

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A BILL

To prohibit discrimination in employment because of race, religion, color, national origin, or ancestry.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "National Act Against Discrimination in Employment".

FINDINGS AND DECLARATION OF POLICY

SEC. 2. (a) The Congress hereby finds that the practice of discriminating in employment against properly qualified persons because of their race, religion, color, national origin, or ancestry is contrary to the American principles of liberty and of equality of opportunity, is incompatible with the Constitution, forces large segments of our population into substandard conditions of living, foments industrial strife and domestic unrest, deprives the United States of the fullest utilization of its capacities for production, endangers the national security and the general welfare, and adversely affects the domestic and foreign commerce of the United States.

(b) The right to employment without discrimination because of race, religion, color, national origin, or ancestry is hereby recognized as and declared to be a civil right of all the people of the United States.

(c) This Act has also been enacted as a step toward fulfillment of the international treaty obligations imposed by the Charter of the United Nations upon the United States as a signatory thereof to promote universal respect for, and observance of, human rights and fundamental freedoms for all without distinction as to race, sex, language, or religion.

(d) It is hereby declared to be the policy of the United States to protect the right recognized and declared in subdivision (b) hereof and to eliminate all such discrimination to the fullest extent permitted by the Constitution. This Act shall be construed to effectuate such policy.

DEFINITIONS

SEC. 3. As used in this Act:

(a) The term "person" includes one or more individuals, partnerships, associations, corporations, legal representatives, trustees, trustees in bankruptcy, receivers, or any organized group of perons and any agency or instrumentality of the United States or of any Territory or possession thereof.

(b) The term "employer" means a person engaged in commerce or in operations affecting commerce having in his employ fifty or more individuals; any agency or instrumentality of the United States or of any Territory or possession thereof; and any person acting in the interest of an employer, directly or indirectly.

(c) The term "labor organization" means any organization, having fifty or more members employed by any employer or employers, which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or for other mutual aid or protection in connection with employment.

(d) The term "commerce" means trade, traffic, commerce, transportation, or communication among the several States; or between any State, Territory, or the District of

Columbia and any place outside thereof; or within the District of Columbia or any Territory; or between points in the same State but through any point outside thereof.

(e) The term "affecting commerce" means in commerce, or burdening or obstructing commerce or the free flow of commerce.

(f) The term "Commission" means the National Commission Against Discrimination in Employment, created by section 6 hereof.

EXEMPTIONS

SEC. 4. This Act shall not apply to any State or municipality or political subdivision thereof, or to any religious, charitable, fraternal, social, educational, or sectarian corporation or association, not organized for private profit, other than labor organizations.

UNLAWFUL EMPLOYMENT PRACTICES DEFINED

SEC. 5. (a) It shall be an unlawful employment practice for an employer—

(1) to refuse to hire, to discharge, or otherwise to discriminate against any individual with respect to his terms, conditions, or privileges of employment, because of such individual's race, religion, color, national origin, or ancestry; and

(2) to utilize in the hiring or recruitment of individuals for employment any employment agency, place-

ment service, training school or center, labor organization, or any other source which discriminates against such individuals because of their race, religion, color, national origin or ancestry.

(b) It shall be an unlawful employment practice for any labor organization to discriminate against any individual or to limit, segregate, or classify its membership in any way which would deprive or tend to deprive such individual of employment opportunities, or would limit his employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment, or adversely affect his wages, hours or employment conditions, because of such individual's race, religion, color, national origin, or ancestry.

(c) It shall be an unlawful employment practice for any employer or labor organization to discharge, expel, or otherwise discriminate against any person, because he has opposed any unlawful employment practice or has filed a charge, testified, participated, or assisted in any proceeding under this Act.

THE NATIONAL COMMISSION AGAINST DISCRIMINATION IN EMPLOYMENT

SEC. 6. (a) There is hereby created a commission to be known as the National Commission Against Discrimination in Employment, which shall be composed of seven members who shall be appointed by the President by and with the advice and consent of the Senate. One of the original members shall be appointed for a term of one year, one for a term of two years, one for a term of three years, one for a term of four years, one for a term of five years, one for a term of six years, and one for a term of seven years, but their successors shall be appointed for terms of five years each, except that any individual chosen to fill a vacancy shall be appointed only for the unexpired term of the member whom he shall succeed. The President shall designate one member to serve as Chairman of the Commission. Any member of the Commission may be removed by the President upon notice and hearing for neglect of duty or malfeasance in office, but for no other cause.

(b) A vacancy in the Commission shall not impair the right of the remaining members to exercise all the powers of the Commission and three members thereof shall constitute a quorum.

(c) The Commission shall have an official seal which shall be judicially noticed.

(d) The Commission shall at the close of each fiscal year report to the Congress and to the President concerning the cases it has heard, the decisions it has rendered, the names, salaries, and duties of all individuals in its employ and the moneys it has disbursed, and shall make such further reports on the cause of and means of eliminating discrimination and such recommendations for further legislation as may appear desirable.

(c) Each member of the Commission shall receive a salary of $10,000 a year.

(f) The principal office of the Commission shall be in the District of Columbia, but it may meet or exercise any or all of its powers at any other place and may establish such regional offices as it deems necessary. The Commission may, by one or more of its members or by such agents as it may designate, conduct any investigation, proceeding, or hearing necessary to its functions in any part of the United States. Any such agent designated to conduct a proceeding or a hearing shall be a resident of the Federal judicial circuit, as defined in sections 116 and 308 of the Judicial Code as amended (U. S. C. Annotated, title 28, secs. 211 and 450), within which the alleged unlawful employment practice occurred.

(g) The Commission shall have power—

(1) to appoint such agents and employees as it deems necessary to assist it in the performance of its functions;

(2) to cooperate with regional, State, local, and other agencies;

(3) to pay to witnesses whose depositons are taken

or who are summoned before the Commission or any of its agents the same witness and mileage fees as are paid to witnesses in the courts of the United States;

(4) to furnish to persons subject to this Act such technical assistance as they may request to further their compliance with this Act or any order issued thereunder;

(5) upon the request of any employer, whose employees or some of them refuse or threaten to refuse to cooperate in effectuating the provisions of this Act, to assist in such effectuation by conciliation or other remedial action;

(6) to make such technical studies as are appropriate to effectuate the purposes and policies of this Act and to make the results of such studies available to interested governmental and nongovernmental agencies; and

(7) to create such local, State, or regional advisory and conciliations councils as in its judgment will aid in effectuating the purpose of this Act, and the Commission may empower them to study the problem or specific instances of discrimination in employment because of race, religion, color, national origin, or ancestry and to foster through community effort or otherwise good will, cooperation, and conciliation among the groups and elements of the population, and make recommendation to the Commission for the development of policies and pro-

cedures in general and in specific instances. Such advisory and conciliation councils shall be composed of representative citizens residents of the area for which they are appointed, serving without pay, but with reimbursement for actual and necessary traveling expenses; and the Commission may make provision for technical and clerical assistance to such councils and for the expenses of such assistance.

PREVENTION OF UNLAWFUL EMPLOYMENT PRACTICES

SEC. 7. (a) Whenever a sworn written charge has been filed by or on behalf of any person claiming to be aggrieved, or a written charge has been filed by a member of the Commission, that any person subject to the Act has engaged in any unlawful employment practice, the Commission shall investigate such charge and if it shall determine after such preliminary investigation that probable cause exists for crediting such written charge, it shall endeavor to eliminate any unlawful employment practice by informal methods of conference, conciliation, and persuasion. Nothing said or done during such endeavors may be used as evidence in any subsequent proceeding.

(b) If the Commission fails to effect the elimination of such unlawful employment practice and to obtain voluntary compliance with this Act, or in advance thereof if circumstances so warrant, it shall cause a copy of such written charge to be served upon such person who has allegedly committed any unlawful employment practice, hereinafter called the respondent, together with a notice of hearing before the Commission, or a member thereof, or before a designated agent, at a place therein fixed, not less than ten days after the service of such charge.

(c) The member of the Commission who filed a charge shall not participate in a hearing thereon or in a trial thereof.

(d) At the conclusion of a hearing before a member or designated agent of the Commission the entire record thereof shall be transferred to the Commission, which shall designate three of its qualified members to sit as the Commission and to hear on such record the parties at a time and place to be specified upon reasonable notice.

(e) All testimony shall be taken under oath.

(f) The respondent shall have the right to file a verified answer to such written charge and to appear at such hearing in person or otherwise, with or without counsel, to present evidence and to examine and cross-examine witnesses.

(g) The Commission or the member or designated agent conducting such hearing shall have the power reasonably and fairly to amend any written charge, and the respondent shall have like power to amend its answer.

(h) Any written charge filed pursuant to this section must be filed within one year after the commission of the alleged unlawful employment practice.

(i) If upon the record, including all the testimony taken, the Commission shall find that any person named in the written charge has engaged in any unlawful employment practice, the Commission shall state its findings of fact and shall issue and cause to be served on such person an order requiring him to cease and desist from such unlawful employment practice and to take such affirmative action, including reinstatement or hiring of employees, with or without back pay, as will effectuate the policies of the Act. If upon the record, including all the testimony taken, the Commission shall find that no person named in the written charge has engaged or is engaging in any unlawful employment practice, the Commission shall state its findings of fact and shall issue an order dismissing the said complaint.

(j) Until a transcript of the record in a case shall have been filed in a court, as hereinafter provided, the Commission may at any time, upon reasonable notice and in such manner as it shall deem proper, modify or set aside, in whole or in part, any finding or order made or issued by it.

(k) The proceedings held pursuant to this section shall be conducted in conformity with the standards and limitations of sections 5, 6, 7, and 8 of the Administrative Procedure Act, Public Law 404, Seventy-ninth Congress, June 11, 1946.

JUDICIAL REVIEW

SEC. 8. (a) The Commission shall have power to petition any circuit court of appeals of the United States (including the Court of Appeals of the District of Columbia) or if the circuit court of appeals to which application might be made is in vacation, any district court of the United States (including the Supreme Court of the District of Columbia) within any circuit wherein the unlawful employment practice in question occurred, or wherein the respondent transacts business, for the enforcement of such order and for appropriate temporary relief or restraining order, and shall certify and file in the court to which petition is made a transcript of the entire record in the proceeding, including the pleadings and testimony upon which such order was entered and the findings and the order of the Commission. Upon such filing, the court shall conduct further proceedings in conformity with the standards, procedures and limitations established by sections 10c and 10e, of the Administrative Procedure Act.

(b) Upon such filing, the court shall cause notice thereof to be served upon such respondent and thereupon shall have jurisdiction of the proceeding and of the question determined therein and shall have power to grant such temporary relief or restraining order as it deems just and proper and to make and enter upon the pleadings, testimony, and proceedings set forth in such transcript a decree enforcing, modifying, and enforcing as so modified, or setting aside in whole or in part the order of the Commission.

(c) No objection that has not been urged before the Commission, its member or agent shall be considered by the court, unless the failure or neglect to urge such objection shall be excused because of extraordinary circumstances.

(d) If either party shall apply to the court for leave to adduce additional evidence and shall show to the satisfaction of the court that such additional evidence is material and that there was reasonable grounds for the failure to adduce such evidence in the hearing before the Commission, its member, or agent, the court may order such additional evidence to be taken before the Commission, its member, or agent and to be made a part of the transcript.

(e) The Commission may modify its findings as to the facts, or make new findings, by reason of additional evidence so taken and filed, and it shall file such modified or new findings and its recommendations, if any, for the modification or setting aside of its original order.

(f) The jurisdiction of the court shall be exclusive and its judgment and decree shall be final, except that the same shall be subject to review by the appropriate circuit court of appeals, if application was made to the district court as hereinabove provided, and by the Supreme Court of the United States upon writ of certiorari or certification as provided in sections 239 and 240 of the Judicial Code, as amended (U. S. C., title 28, secs. 346 and 347).

(g) Any person aggrieved by a final order of the Commission may obtain a review of such order in any circuit court of appeals of the United States in the circuit wherein the unlawful employment practice in question was alleged to have been engaged in or wherein such person transacts business, by filing in such court a written petition praying that the order of the Commission be modified or set aside. A copy of such petition shall be forthwith served upon the Commission and thereupon the aggrieved party shall file in the court a transcript of the entire record in the proceeding certified by the Commission, including the pleadings and testimony upon which the order complained of was entered and the findings and order of the Commission. Upon such filing, the court shall proceed in the same manner as in the case of an application by the Commission under subsection (a), and shall have the same exclusive jurisdiction to grant to the petitioner or the Commission such temporary relief or restraining order as it deems just and proper, and in like manner to make and enter a decree enforcing, modifying, and enforcing as so modified, or setting aside in whole or in part, the order of the Commission.

(h) Upon such filing by a person aggrieved the reviewing court shall conduct further proceedings in conformity with the standards, procedures, and limitations established by sections 10a and 10b of the Administrative Procedure Act.

(i) The commencement of proceedings under subsection (a) or (g) of this section shall not, unless specifically ordered by the court, operate as a stay of the Commission's order.

INVESTIGATORY POWERS

SEC. 9. (a) For the purpose of all investigations, proceedings, or hearings which the Commission deems necessary or proper for the exercise of the powers vested in it by this Act, the Commission, or any member thereof, shall have power to issue subpenas requiring the attendance and testimony of witnesses and the production of any evidence relating to any investigation, proceeding, or hearing before the Commission, its member, or agent conducting such investigation, proceeding, or hearing.

(b) Any member of the Commission, or any agent designated by the Commission for such purposes, may administer oaths, examine witness, and receive evidence.

(c) Such attendance of witnesses and the production of such evidence may be required, from any place in the United States or any Territory or possession thereof, at any designated place of hearing.

(d) In case of contumacy or refusal to obey a subpena issued to any person under this Act, any district court of the United States or the United States courts of any Territory or possession, or the Supreme Court of the District of Columbia, within the jurisdiction of which the investigation, proceeding, or hearing is carried on or within the jurisdiction of which said person guilty of contumacy or refusal to obey is found or resides or transacts business, upon application by the Commission shall have jurisdiction to issue to such person an order requiring him to appear before the Commission, its member, or agent, there to produce evidence if so ordered, or there to give testimony relating to the investigation, proceeding, or hearing.

(e) No person shall be excused from attending and testifying or from producing documentary or other evidence in obedience to the supena of the Commission, on the ground that the testimony or evidence required of him may tend to incriminate him or subject him to a penalty or forfeiture; but no individual shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matters, or thing concerning which he is compelled, after having claimed his privilege against self-incrimination, to testify or produce evidence, except that such individual so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying. The immunity herein provided shall extend only to natural persons so compelled to testify.

ENFORCEMENT OF ORDERS DIRECTED TO GOVERNMENT AGENCIES

SEC. 10. The provisions of section 8 shall not apply with respect to an order of the Commission under section 7 directed to any agency or instrumentality of the United States, or of any Territory or possession thereof, or any officer or employee thereof. The Commission may request the President to take such action as he deems appropriate to obtain compliance with such orders. The President shall have power to provide for the establishment of rules and regulations to prevent the committing or continuing of any unlawful employment practice as herein defined by any person who makes a contract with any agency or instrumentality of the United States (excluding any State or political subdivision thereof) or of any Territory or possession of the United States, which contract requires the employment of at least fifty individuals. Such rules and regulations shall be enforced by the Commission according to the procedure hereinbefore provided.

NOTICES TO BE POSTED

SEC. 11. (a) Every employer and labor organization shall post and keep posted in conspicuous places upon its premises a notice to be prepared or approved by the Commission setting forth excerpts of the Act and such other relevant information which the Commission deems appropriate to effectuate the purposes of the Act.

(b) A willful violation of this section shall be punishable by a fine of not less than $100 or more than $500 for each separate offense.

VETERANS' PREFERENCE

SEC. 12. Nothing contained in this Act shall be construed to repeal or modify any Federal or State law creating special rights or preferences for veterans.

RULES AND REGULATIONS

SEC. 13. (a) The Commission shall have authority from time to time to issue, amend, or rescind suitable regulations to carry out the provisions of this Act. If at any time after the issuance of any such regulation or any amendment or rescission thereof, there is passed a concurrent resolution of the two Houses of the Congress stating in substance that the Congress disapproves such regulation, amendment, or rescission, such disapproved regulation, amendment, or rescission shall not be effective after the date of the passage of such concurrent resolution, nor shall any regulation or amendment having the same effect as that concerning which the concurrent resolution was passed be issued thereafter by the Commission.

(b) Regulations issued under this section shall be in conformity to the standards and limitations of the Administrative Procedure Act.

FORCIBLY RESISTING THE COMMISSION OR ITS REPRESENTATIVES

SEC. 14. Whoever shall forcibly resist, oppose, impede, intimidate, or interfere with a member, agent, or employee of the Commission while engaged in the performance of duties under this Act, or because of such performance, shall be punished by a fine of not more than $500, or by imprisonment for not more than one year, or by both.

SEPARABILITY CLAUSE

SEC. 15. If any provision of this Act or the application of such provision to any person or circumstance shall be held invalid, the remainder of this Act or the application of such provision to persons or circumstances other than those to which it is held invalid shall not be effected thereby.

80th CONGRESS
1st Session

H. R. 2820

A BILL

To prohibit discrimination in employment because of race, religion, color, national origin, or ancestry.

By Mrs. Norton

March 27, 1947

Referred to the Committee on Education and Labor

Calhoun, Tolbert
Tel Ad 14109
4006 So Central
Los Angeles, Calif

80TH CONGRESS
1ST SESSION

H. R. 2902

IN THE HOUSE OF REPRESENTATIVES

APRIL 1, 1947

Mr. DAWSON of Illinois introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To prohibit discrimination in employment because of race, religion, color, national origin, or ancestry.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "National Act Against Discrimination in Employment".

FINDINGS AND DECLARATION OF POLICY

SEC. 2. (a) The Congress hereby finds that the practice of discriminating in employment against properly qualified persons because of their race, religion, color, national origin, or ancestry is contrary to the American principles of liberty and of equality of opportunity, is incompatible with the Constitution, forces large segments of our population into substandard conditions of living, foments industrial strife and domestic unrest, deprives the United States of the fullest utilization of its capacities for production, endangers the national security and the general welfare, and adversely affects the domestic and foreign commerce of the United States.

(b) The right to employment without discrimination because of race, religion, color, national origin, or ancestry is hereby recognized as and declared to be a civil right of all the people of the United States.

(c) This Act has also been enacted as a step toward fulfillment of the international treaty obligations imposed by the Charter of the United Nations upon the United States as a signatory thereof to promote universal respect for, and observance of, human rights and fundamental freedoms for all without distinction as to race, sex, language, or religion.

(d) It is hereby declared to be the policy of the United States to protect the right recognized and declared in subdivision (b) hereof and to eliminate all such discrimination to the fullest extent permitted by the Constitution. This Act shall be construed to effectuate such policy.

DEFINITIONS

SEC. 3. As used in this Act:

(a) The term "person" includes one or more individuals, partnerships, associations, corporations, legal representatives, trustees, trustees in bankruptcy, receivers, or any organized group of persons and any agency or instrumentality of the United States or of any Territory or possession thereof.

(b) The term "employer" means a person engaged in commerce or in operations affecting commerce having in his employ fifty or more individuals; any agency or instrumentality of the United States or of any Territory or possession thereof; and any person acting in the interest of an employer, directly or indirectly.

(c) The term "labor organization" means any organization, having fifty or more members employed by any employer or employers, which exists for the purpose, in whole or in part, of collective bargaining or of dealing with employers concerning grievances, terms or conditions of employment, or for other mutual aid or protection in connection with employment.

(d) The term "commerce" means trade, traffic, commerce, transportation, or communication among the several States; or between any State, Territory, or the District of Columbia and any place outside thereof; or within the District of Columbia or any Territory; or between points in the same State but through any point outside thereof.

(e) The term "affecting commerce" means in con-merce, or burdening or obstructing commerce or the free flow of commerce.

(f) The term "Commission" means the National Commission Against Discrimination in Employment, created by section 6 hereof.

EXEMPTIONS

SEC. 4. This Act shall not apply to any State or municipality or political subdivision thereof, or to any religious, charitable, fraternal, social, educational, or sectarian corporation or association, not organized for private profit, other than labor organizations.

UNLAWFUL EMPLOYMENT PRACTICES DEFINED

SEC. 5. (a) It shall be an unlawful employment practice for an employer—

(1) to refuse to hire, to discharge, or otherwise to discriminate against any individual with respect to his terms, conditions, or privileges of employment, because of such individual's race, religion, color, national origin, or ancestry; and

(2) to utilize in the hiring or recruitment of individuals for employment any employment agency, placement service, training school or center, labor organization, or any other source which discriminates against such individuals because of their race, religion, color, national origin or ancestry.

(b) It shall be an unlawful employment practice for any labor organization to discriminate against any individual or to limit, segregate, or classify its membership in any way which would deprive or tend to deprive such individual of employment opportunities, or would limit his employment opportunities or otherwise adversely affect his status as an employee or as an applicant for employment, or adversely affect his wages, hours or employment conditions, because of such individual's race, religion, color, national origin, or ancestry.

(c) It shall be an unlawful employment practice for any employer or labor organization to discharge, expel, or otherwise discriminate against any person, because he has opposed any unlawful employment practice or has filed a charge, testified, participated, or assisted in any proceeding under this Act.

THE NATIONAL COMMISSION AGAINST DISCRIMINATION IN EMPLOYMENT

SEC. 6. (a) There is hereby created a commission to be known as the National Commission Against Discrimination in Employment, which shall be composed of seven members who shall be appointed by the President by and with the advice and consent of the Senate. One of the original members shall be appointed for a term of one year, one for a term of two years, one for a term of three years, one for a term of four years, one for a term of five years, one for a term of six years, and one for a term of seven years, but their successors shall be appointed for terms of five years each, except that any individual chosen to fill a vacancy shall be appointed only for the unexpired term of the member whom he shall succeed. The President shall designate one member to serve as Chairman of the Commission. Any member of the Commission may be removed by the President upon notice and hearing for neglect of duty or malfeasance in office, but for no other cause.

(b) A vacancy in the Commission shall not impair the right of the remaining members to exercise all the powers of the Commission and three members thereof shall constitute a quorum.

(c) The Commission shall have an official seal which shall be judicially noticed.

(d) The Commission shall at the close of each fiscal year report to the Congress and to the President concerning the cases it has heard, the decisions it has rendered, the names, salaries, and duties of all individuals in its employ and the moneys it has disbursed, and shall make such further reports on the cause of and means of eliminating discrimination and such recommendations for further legislation as may appear desirable.

(e) Each member of the Commission shall receive a salary of $10,000 a year.

(f) The principal office of the Commission shall be in the District of Columbia, but it may meet or exercise any or all of its powers at any other place and may establish such regional offices as it deems necessary. The Commission may, by one or more of its members or by such agents as it may designate, conduct any investigation, proceeding, or hearing necessary to its functions in any part of the United States. Any such agent designated to conduct a proceeding or a hearing shall be a resident of the Federal judicial circuit, as defined in sections 116 and 308 of the Judicial Code as amended (U. S. C. Annotated, title 28, secs. 211 and 450), within which the alleged unlawful employment practice occurred.

(g) The Commission shall have power—

(1) to appoint such agents and employees as it deems necessary to assist it in the performance of its functions;

(2) to cooperate with regional, State, local, and other agencies;

(3) to pay to witnesses whose depositions are taken or who are summoned before the Commission or any of its agents the same witness and mileage fees as are paid to witnesses in the courts of the United States;

(4) to furnish to persons subject to this Act such technical assistance as they may request to further their compliance with this Act or any order issued thereunder;

(5) upon the request of any employer, whose employees or some of them refuse or threaten to refuse to cooperate in effectuating the provisions of this Act, to assist in such effectuation by conciliation or other remedial action;

(6) to make such technical studies as are appropriate to effectuate the purposes and policies of this Act and to make the results of such studies available to interested governmental and nongovernmental agencies; and

(7) to create such local, State, or regional advisory and conciliations councils as in its judgment will aid in effectuating the purpose of this Act, and the Commission may empower them to study the problem or specific instances of discrimination in employment because of race, religion, color, national origin, or ancestry and to foster through community effort or otherwise good will, cooperation, and conciliation among the groups and elements of the population, and make recommendation to the Commission for the development of policies and procedures in general and in specific instances. Such advisory and conciliation councils shall be composed of representative citizens residents of the area for which

they are appointed, serving without pay, but with reimbursement for actual and necessary traveling expenses; and the Commission may make provision for technical and clerical assistance to such councils and for the expenses of such assistance.

PREVENTION OF UNLAWFUL EMPLOYMENT PRACTICES

SEC. 7. (a) Whenever a sworn written charge has been filed by or on behalf of any person claiming to be aggrieved, or a written charge has been filed by a member of the Commission, that any person subject to the Act has engaged in any unlawful employment practice, the Commission shall investigate such charge and if it shall determine after such preliminary investigation that probable cause exists for crediting such written charge, it shall endeavor to eliminate any unlawful employment practice by informal methods of conference, conciliation, and persuasion. Nothing said or done during such endeavors may be used as evidence in any subsequent proceeding.

(b) If the Commission fails to effect the elimination of such unlawful employment practice and to obtain voluntary compliance with this Act, or in advance thereof if circumstances so warrant, it shall cause a copy of such written charge to be served upon such person who has allegedly committed any unlawful employment practice, hereinafter called the respondent, together with a notice of hearing before the Commission, or a member thereof, or before a designated agent, at a place therein fixed, not less than ten days after the service of such charge.

(c) The member of the Commission who filed a charge shall not participate in a hearing thereon or in a trial thereof.

(d) At the conclusion of a hearing before a member or designated agent of the Commission the entire record thereof shall be transferred to the Commission, which shall designate three of its qualified members to sit as the Commission and to hear on such record the parties at a time and place to be specified upon reasonable notice.

(e) All testimony shall be taken under oath.

(f) The respondent shall have the right to file a verified answer to such written charge and to appear at such hearing in person or otherwise, with or without counsel, to present evidence and to examine and cross-examine witnesses.

(g) The Commission or the member or designated agent conducting such hearing shall have the power reasonably and fairly to amend any written charge, and the respondent shall have like power to amend its answer.

(h) Any written charge filed pursuant to this section must be filed within one year after the commission of the alleged unlawful employment practice.

(i) If upon the record, including all the testimony taken, the Commission shall find that any person named in the written charge has engaged in any unlawful employment practice, the Commission shall state its findings of fact and shall issue and cause to be served on such person an order requiring him to cease and desist from such unlawful employment practice and to take such affirmative action, including reinstatement or hiring of employees, with or without back pay, as will effectuate the policies of the Act. If upon the record, including all the testimony taken, the Commission shall find that no person named in the written charge has engaged or is engaging in any unlawful employment practice, the Commission shall state its findings of fact and shall issue an order dismissing the said complaint.

(j) Until a transcript of the record in a case shall have been filed in a court, as hereinafter provided, the Commission may at any time, upon reasonable notice and in such manner as it shall deem proper, modify or set aside, in whole or in part, any finding or order made or issued by it.

(k) The proceedings held pursuant to this section shall be conducted in conformity with the standards and limitations of sections 5, 6, 7, and 8 of the Administrative Procedure Act, Public Law 404, Seventy-ninth Congress, June 11, 1946.

JUDICIAL REVIEW

SEC. 8. (a) The Commission shall have power to petition any circuit court of appeals of the United States (including the Court of Appeals of the District of Columbia) or if the circuit court of appeals to which application might be made is in vacation, any district court of the United States (including the Supreme Court of the District of Columbia) within any circuit wherein the unlawful employment practice in question occurred, or wherein the respondent transacts business, for the enforcement of such order and for appropriate temporary relief or restraining order, and shall certify and file in the court to which petition is made a transcript of the entire record in the proceeding, including the pleadings and testimony upon which such order was entered and the findings and the order of the Commission. Upon such filing, the court shall conduct further proceedings in conformity with the standards, procedures and limitations established by sections 10c and 10e, of the Administrative Procedure Act.

(b) Upon such filing, the court shall cause notice thereof to be served upon such respondent and thereupon shall have jurisdiction of the proceeding and of the question determined therein and shall have power to grant such temporary relief or restraining order as it deems just and proper and to make and enter upon the pleadings, testimony, and proceedings set forth in such transcript a decree enforcing, modifying, and enforcing as so modified, or setting aside in whole or in part the order of the Commission.

(c) No objection that has not been urged before the Commission, its member, or agent, shall be considered by the court, unless the failure or neglect to urge such objection shall be excused because of extraordinary circumstances.

(d) If either party shall apply to the court for leave to adduce additional evidence and shall show to the satisfaction of the court that such additional evidence is material and that there was reasonable grounds for the failure to adduce such evidence in the hearing before the Commission, its member, or agent, the court may order such additional evidence to be taken before the Commission, its member, or agent, and to be made a part of the transcript.

(e) The Commission may modify its findings as to the facts, or make new findings, by reason of additional evidence so taken and filed, and it shall file such modified or new findings and its recommendations, if any, for the modification or setting aside of its original order.

(f) The jurisdiction of the court shall be exclusive and its judgment and decree shall be final, except that the same shall be subject to review by the appropriate circuit court of appeals, if application was made to the district court as hereinabove provided, and by the Supreme Court of the

United States upon writ of certiorari or certification as provided in sections 239 and 240 of the Judicial Code, as amended (U. S. C., title 28, secs. 346 and 347).

(g) Any person aggrieved by a final order of the Commission may obtain a review of such order in any circuit court of appeals of the United States in the circuit wherein the unlawful employment practice in question was alleged to have been engaged in or wherein such person transacts business, by filing in such court a written petition praying that the order of the Commission be modified or set aside. A copy of such petition shall be forthwith served upon the Commission and thereupon the aggrieved party shall file in the court a transcript of the entire record in the proceeding certified by the Commission, including the pleadings and testimony upon which the order complained of was entered and the findings and order of the Commission. Upon such filing, the court shall proceed in the same manner as in the case of an application by the Commission under subsection (a), and shall have the same exclusive jurisdiction to grant to the petitioner or the Commission such temporary relief or restraining order as it deems just and proper, and in like manner to make and enter a decree enforcing, modifying, and enforcing as so modified, or setting aside in whole or in part, the order of the Commission.

(h) Upon such filing by a person aggrieved the reviewing court shall conduct further proceedings in conformity with the standards, procedures, and limitations established by sections 10a and 10b of the Administrative Procedure Act.

(i) The commencement of proceedings under subsection (a) or (g) of this section shall not, unless specifically ordered by the court, operate as a stay of the Commission's order.

INVESTIGATORY POWERS

SEC. 9. (a) For the purpose of all investigations, proceedings, or hearings which the Commission deems necessary or proper for the exercise of the powers vested in it by this Act, the Commission, or any member thereof, shall have power to issue subpenas requiring the attendance and testimony of witnesses and the production of any evidence relating to any investigation, proceeding, or hearing before the Commission, its member, or agent conducting such investigation, proceeding, or hearing.

(b) Any member of the Commission, or any agent designated by the Commission for such purposes, may administer oaths, examine witnesses, and receive evidence.

(c) Such attendance of witnesses and the production of such evidence may be required, from any place in the United States or any Territory or possession thereof, at any designated place of hearing.

(d) In case of contumacy or refusal to obey a subpena issued to any person under this Act, any district court of the United States or the United States courts of any Territory or possession, or the Supreme Court of the District of Columbia, within the jurisdiction of which the investigation, proceeding, or hearing is carried on or within the jurisdiction of which said person guilty of contumacy or refusal to obey is found or resides or transacts business, upon application by the Commission shall have jurisdiction to issue to such person an order requiring him to appear before the Commission, its member, or agent, there to produce evidence if so ordered, or there to give testimony relating to the investigation, proceeding, or hearing.

(e) No person shall be excused from attending and testifying or from producing documentary or other evidence in obedience to the subpena of the Commission, on the ground that the testimony or evidence required of him may tend to incriminate him or subject him to a penalty or forfeiture; but no individual shall be prosecuted or subjected to any penalty or forfeiture for or on account of any transaction, matters, or thing concerning which he is compelled, after having claimed his privilege against self-incrimination, to testify or produce evidence, except that such individual so testifying shall not be exempt from prosecution and punishment for perjury committed in so testifying. The immunity herein provided shall extend only to natural persons so compelled to testify.

ENFORCEMENT OF ORDERS DIRECTED TO GOVERNMENT AGENCIES

SEC. 10. The provisions of section 8 shall not apply with respect to an order of the Commission under section 7 directed to any agency or instrumentality of the United States, or of any Territory or possession thereof, or any officer or employee thereof. The Commission may request the President to take such action as he deems appropriate to obtain compliance with such orders. The President shall have power to provide for the establishment of rules and regulations to prevent the committing or continuing of any unlawful employment practice as herein defined by any person who makes a contract with any agency or instrumentality of the United States (excluding any State or political subdivision thereof) or of any Territory or possession of the United States, which contract requires the employment of at least fifty individuals. Such rules and regulations shall be enforced by the Commission according to the procedure hereinbefore provided.

NOTICES TO BE POSTED

SEC. 11. (a) Every employer and labor organization shall post and keep posted in conspicuous places upon its premises a notice to be prepared or approved by the Commission setting forth excerpts of the Act and such other relevant information which the Commission deems appropriate to effectuate the purposes of the Act.

(b) A willful violation of this section shall be punishable by a fine of not less than $100 or more than $500 for each separate offense.

VETERANS' PREFERENCE

SEC. 12. Nothing contained in this Act shall be construed to repeal or modify any Federal or State law creating special rights or preferences for veterans.

RULES AND REGULATIONS

SEC. 13. (a) The Commission shall have authority from time to time to issue, amend, or rescind suitable regulations to carry out the provisions of this Act. If at any time after the issuance of any such regulation or any amendment or rescission thereof, there is passed a concurrent resolution of the two Houses of the Congress stating in substance that the Congress disapproves such regulation, amendment, or rescission, such disapproved regulation, amendment, or rescission shall not be effective after the date of the passage of such concurrent resolution, nor shall any regulation or amendment having the same effect as that concerning which the concurrent resolution was passed be issued thereafter by the Commission.

(b) Regulations issued under this section shall be in-conformity to the standards and limitations of the Administrative Procedure Act.

FORCIBLY RESISTING THE COMMISSION OR ITS REPRESENTATIVES

SEC. 14. Whoever shall forcibly resist, oppose, impede, intimidate, or interfere with a member, agent, or employee of the Commission while engaged in the performance of duties under this Act, or because of such performance, shall be punished by a fine of not more than $500, or by imprisonment for not more than one year, or by both.

SEPARABILITY CLAUSE

SEC. 15. If any provision of this Act or the application of such provision to any person or circumstance shall be held invalid, the remainder of this Act or the application of such provision to persons or circumstances other than those to which it is held invalid shall not be affected thereby.

80TH CONGRESS
1ST SESSION

H. R. 2902

A BILL

To prohibit discrimination in employment because of race, religion, color, national origin, or ancestry.

By Mr. DAWSON of Illinois

APRIL 1, 1947

Referred to the Committee on Education and Labor

81st Congress } HOUSE OF REPRESENTATIVES { Report
1st Session } { No. 1165

THE FEDERAL FAIR EMPLOYMENT PRACTICE ACT

August 2, 1949.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

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Mr. Lesinski, from the Committee on Education and Labor, submitted the following

REPORT

[To accompany H. R. 4453]

The Committee on Education and Labor, to whom was referred the bill (H. R. 4453) to prohibit discrimination in employment because of race, color, religion, or national origin, having considered the same, report favorably thereon with amendments and recommend that the bill, as amended, do pass.

The amendments are as follows:

(*a*) Page 1, line 11, following the word "religion", insert "ancestry".

(*b*) Page 4, line 4, strike out the words "or in operations affecting commerce."

(*c*) Page 4, line 12, strike out the comma after the word "profit," and insert a period.

(*d*) Page 4, line 13, strike out the words "other than a labor organization" and insert the following sentence:

A labor organization when it has in its employ fifty or more individuals, and is engaged in commerce, is subject to the provisions of this Act regarding employers.

(*e*) Page 5, line 24, following the word "religion", insert "ancestry".

(*f*) Page 5, line 25, strike out the word "and" and insert "or".

(*g*) Page 7, lines 24 and 25, strike out the words "make an annual report to the Fair Employment Practice Commission, which shall be" and in lieu thereof insert "at the close of each fiscal year make a report in writing to Congress and to the President stating in detail".

(*h*) Page 9, line 14, following the word "employer", insert "acting in good faith,".

GENERAL STATEMENT

This bill is designed to protect those rights of freedom and equality of opportunity which are guaranteed to every man by the basic principles upon which our Nation is built; to help make it possible for all our people to enjoy a decent standard of living; to remove from our social fabric a practice which weakens its fibers and leads to serious and costly break-downs; to promote amity and good will among all our people, drawn as they are from many races and embracing, as they do, many creeds; to help assure that domestic tranquility and industrial peace which is so necessary to the realization of our tremendous productive potential as a nation; to elevate the level of our moral, social, economic, and political life; to preserve and enhance that basic doctrine of the integrity and dignity of the individual which chiefly distinguished this Nation from the totalitarian nations of the world.

Let it be clearly understood that this bill has for its purpose equality of economic opportunity only. We repeat, there is nothing in the bill concerned with anything other than equality of economic opportunity.

Because we all subscribe to these objectives, it should be possible to approach this problem without political partisanship. The enactment of Federal fair-employment practice legislation has been pledged in the platforms of both major parties. The Presidential standard bearers of both parties have advocated the establishment of a Fair Employment Practice Commission. Members of both parties have introduced bills to accomplish this purpose in the Senate and the House of Representatives.

It is the hope of this committee that this unanimity of purpose will make possible a bipartisan approach to the problem that will result in the speedy enactment of H. R. 4453.

THE NEED FOR FAIR EMPLOYMENT PRACTICE LEGISLATION

A. Discriminatory employment practices based on race, color, religion, national origin, or ancestry are widespread throughout the United States, and increasing.

Discrimination in employment based on race, color, religion, national origin, or ancestry is practiced by government, by business, and by labor unions. It is manifested by a refusal to hire, by a denial of in-service training or upgrading opportunity, by wage differentials, by the formation of auxiliary unions lacking the usual benefits of union membership, or by blanket exclusion from such membership. Today, with unemployment at its highest level since before the war, the fear of discriminatory discharges weighs heavily upon all who have ever known the frustration and bitterness of job discrimination, notably upon the approximately 26,000,000 Catholics, 15,000,000 Negroes, 5,000,000 Jews, 3,000,000 Americans of Mexican or Hispanic origin, 11,000,000 foreign-born, and the 23,000,000 children of foreign-born, who have contributed so much to the building and to the defense of this country.

The familiar maxim "last hired and first fired" as applied to minority group workers, unhappily, is once again proving itself all too valid. Data released by the Bureau of Census reveal that whereas unemployment among whites increased 176.4 percent between July 1945 and April 1949 there was an increase of 280 percent in unemployment among nonwhites during the same period. The Census Bureau concluded that because of the tendency to lay off Negroes before whites, and because of the relative lack of skill required in jobs usually assigned to them, Negroes will suffer an increasingly higher percentage of unemployment in any recession that may overtake us.

Contrary to the general impression, discrimination is not confined to any particular geographical area, industry, or group.

A survey of the Illinois labor market by the Illinois Interracial Commission revealed that private fee-charging employment agencies did not even list nonwhite applicants. Ninety-five percent of private employment agencies reported that Jewish applicants faced serious discriminatory barriers in attempting to qualify for jobs; substantial percentages reported similar discrimination against Catholic workers. The survey also revealed that over 100,000 discriminatory "help wanted" ads were published annually in newspapers in the State of Illinois; that of 1,600 Illinois business firms polled, over half reported no nonwhite employment; that 70 percent of all financial and 75 percent of all accounting, advertising, and other service firms in the State had no nonwhite employees; that only 3.6 percent of the employees of the public utilities of the State of Illinois are nonwhite.

In Missouri, a special committee of the house reported on March 2, 1949, to the general assembly on its investigation of violations of equal rights under the Missouri Constitution. Among these violations, the committee enumerated discrimination against colored workers in job placement in the metropolitan areas of St. Louis and Kansas City, exclusion of Negroes from membership by certain building trades and other craft unions, and other evidence.

A Minneapolis self-survey conducted by the mayor's commission on human relations found that Jews, Negroes, Japanese-Americans, and other minority group members are widely discriminated against by employers. Of 523 Minneapolis firms from which reports were tabulated, 63 percent hired no Jews, Negroes, or Japanese-Americans; 37 percent hired one or more Jews, Negroes, and/or Japanese-Americans; 13 percent hired Jews only; 5 percent hired Negroes only; 2 percent hired Japanese-Americans only; 9 percent hired Jews and Negroes; 3 percent hired Jews, Negroes, and Japanese-Americans.

Within the past 2 months, the Ohio State Employment Service reported that two out of every five job openings referred to its offices bore openly discriminatory specifications. A survey of employment opportunities for Jews in public accounting in Cincinnati revealed that the 15 largest public accounting firms employing a total of 286 accountants have only 3 Jewish employees, and have employed a total of only 11 Jews over the past 30 years.

The Michigan State Employment Service reported as of May 1948 that—

> about three-quarters of recent job listings for unskilled workers were not open to nonwhite workers.

Recent reports from the Colorado State Employment Service contain the following observations:

> No openings in professional or managerial jobs were found for minority applicants registered at the Denver office of the CSES in January 1949 * * *. Nationality is a factor explaining unemployment among persons under 40 * * *. Race stood in the way of jobs for one-fifth of all Denver veterans receiving unemployment compensation under the GI bill of rights.

A survey by the Salt Lake City Council on Civic Unity contains the following findings:

> Sixty-one of one hundred and sixty-seven employers who responded to a questionnaire excluded colored citizens from certain types of employment. Forty-seven out of one hundred and sixty-two employers said they were unwilling to give colored citizens the same seniority rights as other citizens. Twenty-seven out of one hundred and seventy-eight employers were unwilling to pay the same wages to colored people, even though the colored employees have equal skills with whites.

Since 1941 the school district of Philadelphia has been collecting data by race based on the records of its employment certificating service. These records show that prior to World War II only 2.7 percent of the employment certificates were issued to Negro boys and girls 16 and 17 years of age. According to a statement by the Philadelphia school system:

> The percentage of employed youth increased steadily during the war years until 1945 when 17 percent of all 16- and 17-year-old youths working full time in Philadelphia were Negroes. Then the employment of Negro youth began to decline. In 1947 only 5 percent of the 18,924 full-time employment certificates issued for 16- and 17-year-old youths in Philadelphia were for Negroes. This is especially pertinent since Negroes make up 17 percent of that age group.

This same statement went on to say:

> We can assume from this that when wartime pressures and manpower problems decreased, discrimination against Negroes increased.

In a report on segregation in Washington, the National Committee on Segregation in the Nation's Capital was revealed the shocking extent of all forms of racial discrimination here in this very city, the seat of our National Government. Here are but a few points in the indictment:

> Negroes are excluded from most skilled trades by the craft unions, and from whole industries by management policy. In retail trade, utilities, communications, and transportation they have little chance. The telephone company employs no colored mechanics or linemen. The big department stores deny Negro women a chance to become clerks—even one large bargain store whose customers are two-thirds Negro. In 1940 three-quarters of all Negro job holders were employed as laborers, domestics, or service workers while only one-eighth of white employees were in these categories. Even in the city government, a Negro cannot get a job as a water-meter reader, a building inspector, a weights-and-measures inspector, or as a guard in a jail.

These various studies, together with the testimony presented during the hearings on H. R. 4453, demonstrate all too strikingly that in virtually every section of this country qualified workers are being denied an opportunity of making a living—and a life—solely because of their race, color, religion, or national origin.

B. The enactment of H. R. 4453 would help overcome the heavy drain upon human wealth and economic productivity which the Nation is now sustaining by reason of discriminatory employment practices.

The elimination of employment discrimination is not only a matter of moral justice to the individual, it is a matter of urgent economic concern to the Nation, and to the world. For our productive capacity and economic well-being are perhaps the greatest assets of free men everywhere. Today our economy faces a fourfold task—to hasten the rebuilding of the war-shattered economies of Europe, to satisfy the military requirements of our national defense, to help make fruitful the great undeveloped areas of the world, and to meet the needs of our own ever-rising standard of living.

If we are to deal with that challenge successfully, production and distribution must be accomplished with the utmost of efficiency. Waste of any sort cannot be tolerated. Our human resources must be utilized to their fullest extent. Every member of the working force must be permitted to attain his optimum value. Every employer must be free to hire the very best man for every job without limitations as to race, religion, or national origin. When an employer is limited in his choice of qualified employees to certain racial or religious groups, he cannot always choose the most skilled man for the job. Every time he must hire the poorer man productivity suffers and costs of production are increased. Likewise, when a skilled mechanic must take a job as a servant, the community suffers a double loss. Not only is his productive capacity unutilized, but our investment in his education is wasted. Any community of workers that is discriminated against in employment is also a community of consumers who discriminates against the purchase of American-made goods. A man who can't earn can't buy. The bare subsistence group in the American community is not in the market for radios, automobiles, washing machines, or even bathtubs. When the average salary of one teacher in southern elementary schools is only 60 percent of that of another teacher, quite obviously that Negro teacher is only 60 percent the purchaser. He provides only three-fifths the economic stimulation to our total society of which he is capable.

These factors add up to an enormous cost to any area where a large segment of the population is discriminated against. In a commencement address to this year's graduating class of the University of Miami, Ralph McGill, editor of the Atlanta Constitution declared, "The South, as it sees its agricultural economy changing and industry coming surely is not so blind it fails to see that the industrialization will not be a complete regional success until the Negro is integrated into it, using what skills he has on equal terms and wages." The States which had a per capita income of only $300 in the boom year of 1940 were those in which discrimination was greatest, whereas the income for the more democratic States was the highest per capita in the country, averaging $800. There have been responsible estimates that the total cost of discrimination in our country is more than $15,000,000,000 a year.

There are valid economic reasons for the United States seeking and enjoying markets in other countries. There are few people who question that any increase in the living standard of the French or the English or those in Greece and Italy will enlarge the demand for American goods and services. President Truman's celebrated "point 4" to assist the economic growth of the underdeveloped areas of the world captured the hope and imagination of the world. There can obviously, therefore, be no valid arguments against the removal of those arbitrary barriers to the expansion of economic opportunity for those groups in our own country now suffering discrimination.

Thus, discrimination in employment keeps in motion a vicious cycle in our economy. It depresses the wages and income of minority groups and, because of competition for jobs by these groups exerts a downward drag on all wages. As a result, purchasing power is curtailed and markets reduced. Reduced markets result in reduced production.

This cuts down employment which, of course, means lower wages and still fewer job opportunities. In the absence of effective standards of fair employment, rising fear, prejudice, and insecurity aggravate the very discrimination in employment which sets the vicious cycle in motion.

It is not possible to indicate precisely the dollar and cents cost of certain aspects of discrimination. When jobs are denied because of race, color, religion, or national origin, the group affected is forced to a lower economic level, a lower level of health, of housing, and of education. The Negro's average life is 10 years shorter than that of the white population. Three times more Negro than white women die in childbirth. Illness and disease do not confine themselves conveniently within color groups. Wherever the death rate for the Negro is highest, so too does the death rate rise for the members of the white race. In those States in which infant mortality among the Negroes is greatest, the deaths of infant white children are greatest. We who dare not estimate the value of a single life should ponder this incalculable and appalling cost to our society.

Economic problems are inseparable from psychological and social attitudes. When children are shut up for any length of time with nothing to do, they are quite likely to start pulling the house down. When grown men and women, solely because of their color or manner of worship are long deprived of useful work for their hands and minds, they are just as likely, if there are enough of them, to start pulling down the social order in which they live. The following testimony on this point of Judge Stephen S. Jackson, for 10 years judge in the children's court in New York and director of the bureau for prevention of juvenile delinquency is quite pertinent.

> Over and over again I have found in the mental and emotional make-up of these children a strong, bitter sense of hostility and resentment against society. A society which glibly prated of equality to all but which in practice turned an unfriendly, unfair, and unyielding hand against the child and his fellow Negroes; a society which had caused him and his family to be relegated to the relief rolls because, too often the breadwinner of the family, was the first to be dropped and the last to be hired in employment, because he was a Negro * * *. One does not have to be an expert in the field of psychosocial analysis to appreciate the force of the emotional trauma of such crass injustice on a child whose father is in such enforced idleness or the 18 youths who left the portals of their alma mater with enthusiastic anticipation. Is it strange that such youngsters might develop an hostility to society? Is it not quite understandable that such young people might become, in its literal sense, antisocial? An antisocial attitude, when translated into overt, specific acts, is less euphemistically characterized as crime and delinquency. Ironically enough many of those who decry the so-called crime wave among Negro youth are probably among the foremost in opposition to this very bill.

The most expensive costs of discrimination are often the least tangible. What we have lost in money, production, invention, citizenship, and leadership, as the price for damaged, thwarted personalities—these are beyond estimate.

C. The enactment of H. R. 4453, by bridging the gap between our protestation and practice of democracy, would strengthen the hand of the United States in foreign affairs and raise our prestige throughout the world.

The global conflict in which we are engaged is a conflict between the ideas and moral values of our democratic civilization and the philosophy of totalitarianism. In the consciousness of people everywhere, the dignity of the individual, the innate value of the human personality—these are the touchstone of the democratic ideal. To the extent that we permit men to be denied the right to work because of the irrelevancies of race, religion, or origin, to that extent we do violence to the democratic ideal, and to our position as the spiritual arsenal of democracy.

The problem of discrimination has thus, so to speak, moved around from a back-yard domestic issue to a front-porch exposure for all the world to see. The dignity of a country, a continent, or even a major portion of the world's population may be outraged by it. A relatively few people here may be identified with millions of people elsewhere, and the way in which they are treated may have world-wide repercussions. We have fewer than half a million American Indians; there are 30,000,000 more in the Western Hemisphere. Our Mexican American and Hispano groups are not large; millions in Central and South America consider them kin. We number our citizens of oriental descent in the hundreds of thousands; their counterparts overseas are numbered in hundreds of millions. Throughout the Pacific, Latin America, Africa, the Near, Middle, and Far East, the treatment which our Negroes receive is taken as a reflection of our attitudes toward all dark-skinned peoples. In a letter to this committee, Secretary of State, Dean Acheson, has attested that "the existence of discriminations against minority groups in the United States is a handicap in our relations with other countries" and John Foster Dulles, United States delegate to the United Nations, has urged enactment of Federal fair employment practice legislation in order to "erase what today is the worst blot on our national escutcheon."

In our foreign policy the United States stands committed to a policy of nondiscrimination. As a participant in the Inter-American Conference in Mexico City on March 6, 1945, we joined with other nations in a resolution recommending that the participating governments "make every effort to prevent in their respective countries all acts which may provoke discrimination among individuals because of race or religion." In signing the Charter of the United Nations at San Francisco, and in the subsequent ratification of that Charter by the United States Senate, we undertook to promote "universal respect for and observance of human rights and freedoms for all without distinction as to race, sex, language, or religion" (art. 1, par. 3). And we are morally bound to secure for our own citizenry those rights and freedoms, including the right to work, which under the leadership of the United States delegate, have been incorporated into the Universal Declaration of Human Rights proclaimed by the General Assembly of the United Nations.

There is abundant evidence that every deviation from these precepts, every departure from the principles of human dignity and equality of opportunity, is seized upon by our enemies as proof that our profession of democracy is mere propaganda designed for foreign consumption. We do not advocate enactment of this legislation, however, in order to win the approval of our totalitarian critics. We would not expect that if our record were spotless; to them our civil-rights record is only a convenient weapon with which to attack us. Certainly we would like to deprive them of that weapon. But we are far more concerned with the good opinion of the peoples of the world. The United States is not so strong, the final triumph of the democratic ideal is not so inevitable that we can ignore what the world thinks of us or our record. Passage of H. R. 4453 will demonstrate to the world that the United States is in fact the land of equal opportunity; that it is the exemplar as well as the exponent of democracy.

EFFECTIVENESS OF FAIR EMPLOYMENT PRACTICE LEGISLATION

A. State and local legislation

The proponents of H. R. 4453 are under no illusion that enactment of this bill will bring utopia overnight. The experience with FEPC laws does, however, lead to the irresistible conclusion that such legislation can succeed in minimizing, if not in eliminating, the blight of employment discrimination.

It is approximately 4 years since the first FEPC law, the New York law against discrimination in employment, went into effect. Since that time, nine additional States and six municipalities have enacted legislation to eliminate discriminatory employment practices.

Experience with these State and municipal laws has demonstrated conclusively that FEPC works. Experience has shown that where FEPC is in effect, Negroes and other minority groups find employment in industries previously closed to them, that questions about race, religion, national origin, and other occupationally irrelevant data disappear from employment forms, and that minority group workers are increasingly admitted to membership in unions from which they were formerly excluded.

Upward of 2,000 complaints involving organizations employing millions of workers have been handled without friction by the several FEPC commissions. In not a single one of these cases has it been necessary to go beyond the informal stage of "conference conciliation and persuasion" to effect a satisfactory adjustment. This achievement can be viewed in its proper perspective only if it is remembered that the adjustment of a single complaint may, in a plant having mass employment, open up thousands of jobs previously barred to minority group workers.

The Des Moines Register in its issue of September 5, 1948, reported on a study of the employment of Negro white-collar workers in private industry in 25 selected cities. Of a total of 7,734 such Negro employees in the 25 cities, "more than one-half were working in four cities only; and the four were in States with antidiscrimination laws for employment. Another third were in Chicago, which has a city antidiscrimination ordinance.

> Chicago is a special case, however. Most of the Negro white-collar workers there were clerks in mail-order concerns at the edge of town, where they do not meet the public. Chicago had only three Negro department-store sales persons outside Negro neighborhoods, against New York's 382 and little Hartford's 89. Omitting Chicago, the 4 cities in antidiscrimination-law States have 77 percent of the Negro white-collar-and-up workers in all 24 cities.

A survey covering the experiences of 4,142 applicants during the first 5 months of 1948, revealed that 26.2 percent of the applicants in States without FEPC laws were asked about their religion, whereas only 4.3 percent of the applicants in FEPC States were asked for similar information. In other words, applicants were asked about their religion in States without FEPC laws more than six times as often as in States with such legislation.

Statistics, however, provide but a fragmentary picture of the gains that have been achieved. They fail to take into account the qualitative gains that have been made in upgrading, training, and higher categories of pay. Statistics do not provide any measure of FEPC's contribution to morale and unity, of the effect which the mere existence of the law has had in revitalizing the faith of millions of Americans in the democratic ideal. Above all, statistics fail to reflect the tremendous gains that have been made in terms of the very many firms and unions which voluntarily altered their policies so as to conform to the provisions of the law.

Some opponents of H. R. 4453 have suggested that enactment of this bill will lead to harassment of employers, friction among employees, and resistance among the buying public. Others have expressed concern that this effort to change established habit and custom will fail and thus retard the progress of harmonious racial relations for many years to come. These identical forebodings and predictions were voiced prior to the passage of every existing FEPC State law and municipal ordinance. All have proved groundless. There has not been a single instance of a business leaving the community, of a mass walk-out, or of a complaint by any employer that compliance with FEPC resulted in a loss of efficiency, customers, or revenue.

The dire warning that business would be driven away from States which attempted to enforce fair-employment legislation have proved utterly empty. In his message to the New York State Legislature on January 5, 1949, Governor Dewey said:

> Business activity and employment remain at unprecedented levels for times of peace. The number of business establishments has increased by 5 percent in the last year. Only two-tenths of 1 percent of available working time was lost in labor-management disputes—only half as much as the national average. Last year the personal income of our people aggregated some $27,000,000,000, an all-time high.

The widely predicted friction among employees of differing races and religious background have simply failed to develop. Customer resistance to Negro and other minority salespersons in department stores and elsewhere has been found to be nonexistent.

Two social scientists, Dr. Gerhart Saenger, of New York University, and Miss Emily Gilbert, of Columbia University, recently studied the attitudes of shoppers in New York City department stores employing both white and Negro salespersons working side by side. After a Negro and a white clerk had each finished with a customer, the observers followed him out into the street and interviewed him. All respondents were completely unaware that they had been standing near the Negro, and thus the respondents' actual behavior could be compared with their opinions and prejudices.

Fully one-third of all customers talking to a white clerk standing beside a Negro salesperson, and one-fourth of all customers talking to a Negro clerk stated within an hour after this contact that they had never seen any Negro clerks in department stores.

The scientists explain these inconsistencies as follows: "In the average American, prejudicial attitudes coexist with his belief in the fundamental right of equal opportunity for all. The prejudiced person, if confronted with the presence of Negro salespersons, believes that others must have accepted the fact of these Negro clerks. The existence of a law against discrimination will further reinforce his reluctance to object and run counter to what he believes to be public opinion."

In March of this year, the Division Against Discrimination of the State of New Jersey wrote to 158 employers in all parts of the State, representing all sizes and all kinds of businesses, requesting their frank appraisal of the New Jersey antidicrimination law. Of 65 replies received during the first week after the mailing, not a single one expressed any negative or unfavorable reaction to the law. Typical comments from such employers as the New Jersey Bell Telephone Co., the New York Shipbuilding Corp., and the St. Regis Paper Co., include: "No problems that have not been previously with us have been raised since the inception of the law, nor has it interfered with our hiring procedure"—"No trouble or inconvenience in abiding by the terms of the law"—"The law has not interfered with our right to select the most competent workers for our operations."

One by one the arguments raised by the opposition have been dissipated in the light of experience.

Early this year, the Cleveland Press assigned one of its staff writers, Robert C. Stafford, to study and report on the operation of FEPC laws in New York, Connecticut, and New Jersey. Some of reporter Stafford's observations are strikingly pertinent. "Vocal opposition is extremely hard to find in New York City," he wrote. "This reporter spent two and a half hours on the telephone calling a long list of organizations supplied by the State chamber of commerce before a statement against FEPC was obtained." Of Connecticut, he wrote: "It was difficult to find opposition to the Connecticut FEPC law." In New Jersey, he wrote, he "was given the name of William C. Cope, operator of seven business schools, as one who opposed the law." But Cope, when queried by the reporter, said "I'm for it." Yet, the self-same fears which are now being expressed with respect to H. R. 4453, were loudly proclaimed in each of these States prior to the enactment of and experience with FEPC.

The testimony of the president of Gilchrist & Co., one of Boston's largest and longest established department stores, on the operations of the Massachusetts FEPC law, apply with full force to H. R. 4453. Says he—

> The principal value of the statute and of the constructive activities of the commission has been in offsetting the fears so commonly expressed by employers during the committee hearings on the bill and elsewhere, the fear of legislating in an area where moral principles are to be the guiding factor, and the fear of the effect of employing members of minority groups in positions where they had traditionally not been employed. The statute and the policy of the commission have gone a long way to prove the truth of the famous phrase used in President Roosevelt's first inaugural, "The only thing we have to fear is fear itself."

In the conclusion of its annual report for the year 1948, the New York State Commission Against Discrimination states:

> It is not too much to say that the commission began its work in an atmosphere of apprehension and foreboding. * * * Today the foreboding has subsided and the apprehension has almost completely disappeared.

Experience has demonstrated beyond the peradventure of a doubt that FEPC can end discriminatory employment practices without confusion, recrimination or threat to business stability. In short, experience has demonstrated that FEPC works.

B. The need for Federal legislation

Effective as State and municipal FEPC laws have been, they can never adequately solve the problem. Witnesses for the several FEPC commissions were of the unanimous opinion that "the full fruition of any State law against discrimination will not be completely attainable until uniformity and support are supplied by like national legislation."

Local laws are perforce limited in their jurisdiction. Discrimination in employment, unfortunately, has been demonstrated to exist throughout the Nation and throughout our economy. Neither discrimination nor unemployment recognize State boundaries. The great interstate corporations recruit their personnel, the great national unions draw their membership from all parts of the country. The mobility of the American labor force cannot be contained by State lines. Goods made or handled by discriminatory employers pass from one State to another and are exported. Wage discrimination against a minority group in one State has a depressing effect on wages in all other States. We have recognized that the free flow of commerce is impeded by State barriers and have eliminated interstate tariffs. Are we to do less in the realm of human rights?

Obviously there are areas of employment relations which should not be submitted to the scrutiny of the Federal Government. But there can be little argument about Government protection for minorities in those aspects of employment relations which already are subject to Federal regulation, such as wages, hours, labor representation, and so forth. We have said that employers may not hire children because we need an educated America. We have said that employers must provide safety measures because we need a healthy America. We must now say that employers may not discriminate against qualified workers for reasons of race, color, religion, national origin, or ancestry because we need a unified, prosperous, and democratic America.

The Federal Government is itself the largest single employer of labor in the country. More than 2,000,000 persons are on its pay roll. Only a Federal FEPC will provide these workers with the protection to which they are entitled.

Our civil-rights record has growing international implications. These cannot safely be disregarded by the Government at the national level which is responsible for our relations with the world, and left entirely to Government at the local level for proper recognition and action. Many of man's problems, we have been learning, are capable of ultimate solution only through international cooperation and action. The subject of human rights, itself, has been made a major concern of the United Nations. It would indeed be ironical if in our own country the argument should prevail that safeguarding the rights of the individual is the exclusive, or even the primary concern of local government.

H. R. 4453 recognizes that State and local agencies have an important role in promoting fair employment. Under the terms of section 7:

> The Commission is empowered by agreement with any agency of any State, Territory, possession, or local government, to cede to such agency jurisdiction over any cases even though such cases may involve charges of unlawful employment practices within the scope of this act, unless the provision of the statute or ordinance applicable to the determination of such cases by such agency is

inconsistent with the corresponding provision of this act or has received a construction inconsistent therewith.

We cannot, however, be satisfied with 48 separate definitions and sets of procedures nor can we stop short with local agencies where national standards of decency and fair play must prevail. State legislation, must be considered supplements to, not substitutes for, Federal action. The Federal Government has an inescapable obligation to set a national pattern and a basic standard of employment rights for all Americans.

The need for leadership is pressing. That leadership is available in the national government and should be used. We cannot afford to delay until the most backward community has learned to prize civil liberty and has taken adequate steps to safeguard the rights of everyone of its citizens.

C. The need for enforcement powers

The opponents of H. R. 4453 concede that discrimination is widespread, that it is unjust and undemocratic, that it should be eliminated. They maintain, however, that this objective can be realized only through the slow processes of education.

The proponents of H. R. 4453 are agreed that education and more education are needed. They are not unmindful, however, that those who argue most loudly against legislation to eliminate discrimination are often most vocal in advocating laws compelling discrimination and segregation—laws with penalties for violations.

Vast sums of money have been spent on public education. A constantly increasing percentage of our audit population is the product of this training. Yet, even the opponents of FEPC recognize that discrimination is very much in evidence. To rely solely on education, therefore, is to place complete reliance on a process which has been tried—and found wanting.

Since 1910, the National Urban League has devoted its efforts to a program of education designed to equalize job opportunities for Negroes. Yet, in the hearings before this committee, the representative of the Urban League testified that the program had met with "practically no success worth mentioning."

For over 10 years, the American Friends Service Committee conducted a placement service aimed at securing jobs for qualified minority group workers. Although "on the whole, employers were sympathetic," testified the spokesman for the Friends, "I encountered this kind of reaction from employers. They said to me: 'I would welcome a fair employment practices commission because then I would know we are all doing the same thing. Without such a law it is unfair to make me a guinea pig.' "

"The committee" continued Dr. Frank Loescher, former director of the Friends placement service, "appreciated the courage of many employers who moved ahead of their competitors. These employers were setting a fine example. But over a period of time we began to ask ourselves, why ask them to be guinea pigs? Furthermore, how long could we expect our fellow citizens of another color or religion to wait?" And so it was that the American Friends Service Committee said in its 1947 annual report:

> This work has made increasingly clear the need for FEPC legislation to help melt traditional obstacles to fair employment in America. Without the back-

ing of declared public policy, both Quaker and non-Quaker employers find it hard to free themselves from established discriminatory practices.

If education is to help solve this problem of human relations, obviously, it must be of a different character than that to which we have become accustomed. That H. R. 4453 seeks to bring about. Only recently, the Legislative Reference Service of the Library of Congress published an impartial report on antidiscrimination legislation. "In company after company", says the report, "in spite of theoretical willingness to employ Negroes, it took the law to get employers past the hump of dreading what customers and other employees might say. Those who are prejudiced are particularly likely to be deferential to authority. So the mere passage of a law with teeth in it, before any actual attempt to enforce it, brings some changes in employment practices in order to conform."

Legislation is admittedly one of the most powerful instruments of education. Enactment of H. R. 4453 will establish that employment discrimination is inimical to the public welfare. It will indicate that public policy is opposed to hiring standards based on race, religion, color, national origin, or ancestry, and it will thus provide a frame of reference within which the necessary educational processes can be accelerated.

Under the provisions of H. R. 4453 the proposed Commission is expressly required to "endeavor to eliminate any unlawful practice by informal methods of conference, conciliation, and persuasion." Moreover, "nothing said or done during and as a part of such endeavors may be used as evidence in any subsequent proceeding." Section 6 of the bill authorizes the Commission to "furnish technical assistance" to persons under the act so as to further compliance, to "help employers whose employees refuse or threaten to refuse to cooperate," and to "create local, State, or regional advisory and conciliation councils; composed of representative citizens; to foster good will, cooperation, and conciliation among the groups and elements of the population."

These are truly educational methods. It is through the use of these same methods—investigation, conference, conciliation, community organizations that the State FEPC commissions, according to the report of the legislative reference service "are succeeding in getting across to members of the public ideas which previously seemed to make little impression on the public mind."

This committee is agreed with Daniel Webster, however, that "a law without a penalty is simply good advice." The experience with existing FEPC laws underscores the validity of this observation. At the top of a 1948 application form of the Goodyear Tire & Rubber Co. appears the warning "This form not to be used in the States of Connecticut, Massachusetts, New York, and New Jersey." The form includes questions about religion and lineage and demands that a photograph be attached. Although there were fair employment practice laws in seven States in 1948, the corporation warned against the use of this discriminatory form only in the four States whose laws contained enforcement provisions.

Similar evidence of the ineffectiveness of laws without enforcement powers comes from Chicago, which has a fair employment practices ordinance under which all contractors to the city are obligated not to discriminate in employment because of race, color, religion, national origin, or ancestry.

A survey by the Illinois Interracial Commission found that in the absence of any agency to enforce compliance, 85 percent of the firms which contract to the city use discriminatory application forms. "With few exceptions," comments the report, "the 91 firms analyzed which supply goods and services to the city of Chicago on a contract basis, violate their signed pledges to adhere to fair employment practices."

Businessmen understand the function of the enforcement provisions of H. R. 4453 as that of assuring compliance, not of punishing infractions. In a telegram urging the enactment of Federal FEPC legislation, 15 prominent businessmen including such representative leaders as William L. Batt, president of S. K. F. Industries; Henry R. Luce, editor of Time, Life, and Fortune Magazines; Beardsley Ruml, chairman of the board of R. H. Macy & Co.; and Spyras P. Skouras, president of Twentieth Century-Fox Film Corp. declared:

> We like the reliance which the bill puts upon education and conciliation. On the other hand, we recognize the necessity of governmental sanctions when conciliation breaks down.

It is significant in this connection, that Oregon, which formerly had a fair employment practices law without enforcement provisions, just this year adopted an amended law, providing enforcement powers. It also is significant that the States of Massachusetts, New Jersey, and Connecticut all had interracial goodwill commissions, seeking to secure voluntary compliance with fair employment practices, before adopting their present effective FEPC laws. Had those commissions been found adequate, there would have been no reason for the adoption of statutes with enforcement powers.

To be certain, the State FEPC commissions have not had to go beyond the processes of "conference, conciliation, and persuasion" to effect compliance with the law. Nevertheless, the commissioners were unanimous in emphasizing that persuasion must be backed by legislative authority if conformity with the policy is to be realized. As one of the Commissioners put it, "Conciliation without sanctions would not bring some of these men to terms—Those who say you can just have an educational law are wrong, because it just will not work. It is because it (sanctions) is in the law that we have had such a rare success in getting people to do things voluntarily. Without it, we would not have succeeded."

The influence of effective enforcement provisions is perhaps nowhere better illustrated than in a comparison of the accomplishments of the State Commission Against Discrimination in New York with that of the wartime President's Committee on Fair Employment Practices in dealing with certain railroad brotherhoods. Despite our imperative need for manpower during the war, these brotherhoods resisted all the powers of persuasion and pressure which the wartime FEPC was able to bring to bear upon them to modify their policies of Negro exclusion. And, secure in the knowledge that the President's committee lacked powers of enforcement, they refused so much as to appear at the hearings to which they were summoned. Under the New York law, however, these same brotherhoods have been led to eliminate the discriminatory provisions of their constitutions and to admit workers to membership without regard to race or color. And, in the hearings before this committee, these same brotherhoods testified that were H. R. 4453 to be enacted into law, they would comply with its provisions.

The emphasis of H. R. 4453 is upon the voluntary processes of mediation and conciliation—the processes of education. But behind these processes, for those few recalcitrants to whom any appeal is a waste of words, is, and must be, the power of enforcement vested in the Federal courts.

D. The proponents of Federal fair employment practice legislation

During the public hearings on H. R. 4453, witnesses for more than a score of different organizations testified in favor of H. R. 4453. Many other organizations submitted statements to the subcommittee urging enactment of this legislation. Although every opportunity was afforded to opponents to testify, not a single witness appeared in behalf of any organization in opposition to H. R. 4453. The unanimously favorable viewpoints expressed at the hearings are a testimonial to the need for this legislation and to the desire of the overwhelming majority of our citizenry that it shall become law.

Representatives of every major religious denomination testified in favor of the bill. Characterizing the problem of employment discrimination as "one of the great moral issues before our Nation today," they declared that to deny any individual of the opportunity to work "is to violate the will of God," and they urged enactment of H. R. 4453 in order to "give statutory recognition to the divine principles and mandates of the natural law."

Numbered among these organizations are the Federal Council of Churches of Christ in America, composed of 25 leading Protestant denominations with a membership of 25,000,000; the United Council of Churchwomen, composed of some 66 Protestant denominations representing 10,000,000 women; the Council of Negro Churches in America, representing over 6,000,000 members, the Catholic Interracial Councils, and the Synagogue Council of America, comprising the Orthodox, Conservative, and Reformed branches of Judaism.

The two great American labor bodies, the American Federation of Labor and the Congress of Industrial Organizations, representing approximately 15,000,000 American wage earners, united in support of H. R. 4453 in recognition of the fact that "the denial of equal job opportunities to any group of workers threatens the hard-won standards of all workers." Altogether, the witnesses for these and the many other civic, veterans, racial, and ethnic organizations who appeared before the committee, are reliably estimated (after discounting the overlapping of the various organizations) to represent upward of 65,000,000 of our citizens.

Not only are these organizations agreed that H. R. 4453 "contains the minimum essentials of an effective bill" but in addition there were several who joined with the National Association for the Advancement of Colored People in declaring passage of an FEPC law to be "the No. 1 objective" in the civil-rights program. As the spokesman for the National Community Relations Advisory Council, representing 6 national and 27 local Jewish bodies put it:

> Deprivation of any citizen of any of his civil rights is reprehensible and should be corrected. But no other right is so fundamental as the right to work, to seek and hold employment, and to enjoy the opportunities for advancement, on a basis of equality. For the right to work is in our economic order the right to survive as an independent, self-respecting person. And to this right all other rights are subordinate; without this right, no other right has meaning or purpose.

Following is a partial list of national organizations that testified in favor of H. R. 4453:

- Association on American Indian Affairs
- American Civil Liberties Union
- American Federation of Labor
- Americans for Democratic Action
- American Friends Service Committee
- American Jewish Committee
- American Jewish Congress
- American Veterans Committee
- B'nai B'rith
- Brotherhood of Sleeping Car Porters
- Catholic Interracial Council
- Congress of Industrial Organizations
- Federal Council of the Churches of Christ in America
- Fraternal Council of Negro Churches in America
- Improved Benevolent and Protective Order of Elks of the World
- Japanese-American Citizens League
- Jewish Labor Committee
- Jewish War Veterans of the United States
- National Association for the Advancement of Colored People
- National Community Relations Advisory Council
- National Council of Jewish Women
- National Council of Negro Women
- National Urban League
- Students for Democratic Action
- Synagogue Council of America

ANALYSIS OF THE BILL

Prior to drafting H. R. 4453, all previous bills prohibiting discrimination in employment were carefully reviewed and a conscientious effort was made to incorporate those suggestions which would satisfy criticisms of earlier legislation without impairing the essentials of an effective bill. H. R. 4453 thus embodies many of the recommendations made during congressional hearings and debate, as well as provisions that have proved helpful in the successful administration of State laws against discrimination in employment.

By authorizing the Commission to cede jurisdiction of any case to appropriate State and local agencies, H. R. 4453 nullifies the argument that such legislation infringes upon "States' rights" and clearly bespeaks the intention of permitting local enforcement of fair employment practices wherever and whenever effective State and local laws are adopted to protect the right of all citizens to equality of employment opportunity.

Concern for making the Commission responsive to local public opinion is further reflected in the provisions for the establishment of local advisory councils, and in the requirement that hearing officers must be residents of the judicial circuit where the alleged unlawful employment practice occurred.

By making the act applicable to Government contracts exceeding $10,000 as in the Walsh-Healey Act, instead of upon the number of persons employed on such contracts as in former bills, H. R. 4453 provides uniform application of minimum-wage, overtime, child-labor, and fair-employment-practice standards to employees on Government contracts.

By limiting its coverage to employers of 50 or more, H. R. 4453 answers those critics who argued that former bills were not only administratively unenforceable but would interfere with the legitimate operations of family-type farmers and small-business men.

By exempting nonprofit religious, charitable, fraternal, and educational associations, H. R. 4453 disposes of the contention that purely religious institutions would be obliged to employ members of a different faith.

By substituting the term "religion" for "creed," H. R. 4453 answers those who felt that the latter term was far too vague and ill-defined.

By furnishing technical assistance to persons under the act so as to further compliance, by authorizing the Commission to help employers whose employees refuse or threaten to refuse to cooperate with the policies of the act, and, above all, by making conference, conciliation, and persuasion a mandatory first step, while providing at the same time that the results of such endeavors may not be used in evidence, H. R. 4453 clearly demonstrates, all charges to the contrary notwithstanding, that the bill is therapeutic and not punitive in its intent.

By limiting the exemption of State and local governments to their capacity as employers, H. R. 4453 closes a possible loophole which previous bills had contained by virtue of their broad exemption of State and local governments from all provisions of such bills. The effect of the limited exemption in H. R. 4453 will be to prevent the possibility of employers evading the prohibition against the use of employment agencies which discriminate by utilizing State and local government-maintained public employment offices which operate in a discriminatory fashion.

Critics of earlier legislation prohibiting discrimination in employment laid much stress on the alleged procedural weaknesses of those bills, H. R. 4453 seeks to provide every possible protection for those coming under its jurisdiction. It incorporates all of the reforms adopted by Congress in the Administrative Procedure Act, including separation of the investigative or prosecutive functions from the adjudicative functions, issuance of declaratory orders to terminate a controversy, and an enlarged scope of judicial review.

In addition, it sets up safeguards against irresponsible complaints by limiting the period within which complaints may be filed to 1 year after the alleged violation, by requiring that a sworn written charge be filed by or in behalf of an aggrieved person, and by providing that three members of the Commission hear oral arguments after the evidence is compiled.

Following is a detailed analysis of the bill, section by section:

Section 1: Short title: Federal Fair Employment Practice Act.

Section 2: (*a*) Findings and declaration of policy. This section sets forth the factual basis and underlying policy of the legislation. The Congress finds that discrimination in employment because of race, religion, color, national origin, or ancestry (1) infringes upon the American principle of freedom and equality of opportunity, (2) is destructive of the basic doctrine of the integrity and dignity of the individual upon which this Nation was founded, (3) forces large segments of our population into substandard conditions of living, (4) foments industrial and domestic strife, (5) deprives the United States of full productive capacities, (6) adversely affects domestic and foreign commerce, (7) damages our moral, social, economic, and political life, and our international relations. (*b*) The right to employment without discrimination is declared to be a right of all persons within the jurisdiction of the United States and it is declared to be the national policy to protect the right of the individual to be free from such discrimination. (*c*) The act is cited as necessary to

(1) remove obstructions to the free flow of commerce, (2) insure the full enjoyment by all persons of the rights, privileges, and immunities guaranteed by the Constitution, (3) promote respect for and observance of human rights and fundamental freedoms for all, without distinction as to race or religion in accordance with the obligations imposed upon the United States by the Charter and the Universal Declaration of Human Rights of the United Nations.

Section 3: Definitions: Defines in ordinary terms the words "person," "employer," "labor organization," "commerce," "territory," "possession," and "Commission." For reasons of practical administration, and in order to exempt the more or less personal relationships of domestic service and small business from the scope of the bill, "employer" excludes employers of fewer than 50 individuals even though they may be engaged in interstate commerce. Also excluded are any State, or municipality, or political subdivision thereof, or any religious, charitable, fraternal, social, educational, or sectarian corporation or association, not organized for private profit. Similarly, "labor organizations" excludes organizations having fewer than 50 members in the employ of employers covered by the bill. It will be noted that in section 3 (b) the committee deleted the last five words in the phrase "engaged in commerce or in operations affecting commerce." The advocates of this deletion did not thereby mean to remove Commission jurisdiction from areas in which similar agencies, like the NLRB, have operated to date; the limitation was proposed as a means of removing some degree of possible vagueness and keeping the Commission from entering new areas which have only a slight and tenuous effect on interstate commerce.

Section 4: Exemption: Exempts from operation of the act any employer with respect to the employment of aliens outside the continental United States, its Territories and possessions.

Section 5: Unlawful employment practices defined: This section is the heart of the bill. It defines the discriminatory employment practices which are to be forbidden alike to employers (including the Federal Government) and to labor organizations. Beyond the enforcement of these prohibitions the bill does not go. Management is left free to set its hiring practices, adjust its internal plant policy, and discharge according to any standard it may adopt, so long as there is no discrimination because of race, religion, color, national origin, or ancestry. In the same way, organized labor is left free to manage its internal affairs according to its own lights, except that it cannot deny any of the advantages or opportunities of union organization or collective bargaining to any person because of race, religion, color, national origin, or ancestry.

This section forbids discrimination in all stages of the employment relationship from the initial step of recruitment to the final step of discharge.

It declares as an unlawful employment practice: (1) By an employer the refusal to hire, the discharge of, or the discrimination against an individual because of his race, religion, color, national origin, or ancestry, or the utilization of recruitment agencies which practices such discrimination; (2) by a labor organization the limitation, segregation, or classification of its membership in any way which would deprive or limit any individual's employment opportunities; and (3) the discrimination against any person by an employer or labor organization because he has opposed any unlawful employment practice.

While the bill seeks to prevent every form of discrimination in employment, no matter how occasioned, devised, or motivated, it does not deal with matters other than employment, such as housing, education, recreation, transportation, political rights, or social relationships.

Section 6: The Fair Employment Practice Commission: This section establishes a Fair Employment Practice Commission of five members to be appointed by the President and confirmed by the Senate. The members of the Commission will hold office for 5-year overlapping terms and will receive $17,500 a year, except that the Chairman shall receive $20,000 a year. Employees of the Commission shall be appointed in accordance with the Civil Service Act and shall be compensated in accordance with the Classification Act of 1923, as amended.

The principal office of the Commission will be in the District of Columbia, but it may perform its functions in any part of the United States except that any agent designated to conduct a proceeding or hearing shall be a resident of the judicial circuit within which the alleged unlawful employment practice occurred.

This section also provides for creation of local, State, or regional advisory conciliation councils to enable localities voluntarily to settle disputes, and empowers the Commission, upon request of an employer whose employees refuse or threaten to refuse to cooperate in effectuating this act, to assist in such effectuation by conciliation or other remedial action.

Section 7: Prevention of unlawful employment practices: Empowers the Commission to prevent unlawful employment practices by the issuance of cease-and-desist orders. First, however, the Commission shall investigate the sworn written charges of persons claiming to be aggrieved and shall endeavor to eliminate the practice complained of by conference, conciliation, and persuasion, except that no written charge filed later than 1 year after the commission of the alleged unlawful employment practice may be entertained. Nothing said or done during such endeavors may be used as evidence in any subsequent proceeding. Cease-and-desist orders are to be issued only after efforts to obtain voluntary compliance with the act have failed and hearings have been held before the Commission on the practices complained of. The member of the Commission who filed a charge shall not participate in a hearing thereon except as a witness. The Commission is empowered by agreement to cede jurisdiction of any case to any agency of any State, Territory, possession, or local government, provided that the statute or ordinance involved is consistent with the provisions of this act.

Proceedings shall be in conformity with sections 5, 6, 7, and 8, of the Administrative Procedure Act adopted by the Seventy-ninth Congress (Public Law 404).

Section 8: Judicial review: This section sets forth the procedure for judicial review and enforcement of the Commission's orders in accordance with section 10 of the Administrative Procedure Act.

Under this section orders of the Commission to cease and desist from unlawful employment practices or to take such curative action as may be required (e. g., reinstatement or hiring of employees with or without back pay) are legally enforceable only after they have received judicial approval.

Any party aggrieved by a final order of the Commission may likewise obtain a review of such order in the circuit courts.

Section 9: Investigatory powers: This section confers upon the Commission the customary power of compelling the attendance of witnesses or the production of evidence through the issuance of subpenas enforceable in the Federal courts.

Section 10: Enforcement of orders directed to Government agencies and contractors: This section provides for a means of enforcing the Commission's orders against Federal agencies or their officers who have been guilty of discriminatory employment practices.

The President is authorized to conform Federal employment practices to those of this act and to require Federal employees to exhaust administrative remedies before seeking relief under the act. The Commission may request the President to take any action deemed appropriate by him to obtain compliance with an order. The President may establish rules and regulations to prevent the committing or continuing of an unlawful employment practice by any person who makes a contract with any Federal agency or instrumentality in any amount exceeding $10,000.

Section 11: Notices to be posted: Requires every employer and labor organization to post notices prepared or approved by the Commission setting forth relevant information deemed appropriate to effectuate the purposes of the act. Fixes a penalty not to exceed $500 for each willful violation.

Section 12. Veterans' preference: This section specifies that the act shall not repeal or modify Federal or State laws creating specific rights or preferences for veterans.

Section 13. Rules and regulations: This section empowers the Commission to issue suitable regulations to carry out the provisions of the act. Regulations shall conform to the standards and limitations of the Administrative Procedure Act.

Sections 14 and 15. Miscellaneous: These sections contain the provisions found in comparable regulatory statutes. They protect the agents of the Commission from forcible interference and establish the separability of the clauses of the bill for constitutional purposes.

PRECEDENTS AND CONSTITUTIONALITY

The provisions of this bill follow well-marked legislative precedents which have met the test of constitutionality in the courts.

The basic objective of eliminating racial and religious discrimination in those employment relations which are subject to Federal control has been written into a long list of congressional enactments. Since 1933 a score of different Federal statutes or appropriation acts have been adopted by the Congress forbidding racial or religious discrimination. Among these are the Selective Service Classification Act of 1940 (54 Stat. 1214), the Civilian Conservation Corps Act of 1937 (50 Stat. 320), the Lanham or Defense Housing Appropriation Act of 1941 (55 Stat. 363), the Nurses Training Act of 1933 (57 Stat. 153), and various appropriation acts (e. g., for the National Youth Administration and the Federal Security Agency). These and other statutes embody, as the Supreme Court has held, "a national policy against racial discrimination" (*Bob-Lo Excursion Co.* v. *Michigan*, 333 U. S. 28, 68 S. Ct. 358).

That Court has but recently held that enforcement of racial restrictive covenants on land by the Federal courts is "contrary to the public policy of the United States" (*Hurd* v. *Hodge*, 334 U. S. 24, 34; 68 S. Ct. 847, 853). See also *Shelley* v. *Kraemer* (334 U. S. 1; 68 S. Ct. 836); *Takahashi* v. *Fish and Game Commission* (334 U. S. 410; 68 S. Ct. 1138).

The procedures which this bill establishes to realize the foregoing objective are based upon regulatory acts which conform to modern principles of administrative procedure, such as the National Labor Relations Act, as amended by the Labor-Management Relations Act of 1947, the Administrative Procedure Act, and the New York and other State acts against discrimination in employment.

The proposed legislation affects (*a*) Government employment, (*b*) Government contractors, and (*c*) certain private enterprises and labor unions engaged in interstate or foreign commerce.

There can be no possible constitutional question concerning the first two of these categories. Congressional power, under article I, section 8, of the Federal Constitution, to regulate the employment practices of Federal agencies is clear. It is the basis of all our civil-service laws, and no challenge to this power has ever been successful in the courts. See *United Public Workers* v. *Mitchell* (336 U. S. 75; 67 S. Ct. 556). The Court there recognized that the Constitution forbids racial and religious discrimination in Federal employment (330 U. S. at 100).

Equally clear is the congressional power to prescribe the terms on which the Federal Government may contract with private parties. This was clearly established in the case of the Walsh-Healey Act (act of June 30, 1936; 49 Stat. 2036; 41 U. S. C., sec. 35), where the Supreme Court declared:

> Like private individuals and businesses, the Government enjoys the unrestricted power to produce its own supplies, to determine those with whom it will deal, and to fix the terms and conditions upon which it will make needed purchases (*Perkins* v. *Lukens Steel Co.*, 310 U. S. 113, 127).

In the exercise of this power, the Court held, the Congress may—

> for the purpose of keeping its own house in order lay down guideposts (p. 127), and such guideposts may (p. 128) impose obligations upon those favored with Government business and * * * obviate the possibility that any part of our tremendous national expenditures would go to forces tending to depress wages and purchasing power and offending fair social standards of employment.

Application of the bill to persons employing 50 or more individuals whose activities affect interstate or foreign commerce rests on both the power of the Federal Government to regulate such commerce and the treaty-making power. These two bases for congressional action are independent of each other and may be considered separately.

(*a*) *The regulation of commerce.*—The power of Congress to regulate employment relations affecting interstate or foreign commerce has been repeatedly upheld in recent years. In point of jurisdiction this bill stays within the limits marked out by such statutes as the National Labor Relations Act, the Railway Labor Act, the Fair Labor Standards Act, and the act barring convict-made goods from interstate commerce. The constitutionality of these acts has been decisively established by the Supreme Court (*National Labor Relations Board* v. *Jones & Laughlin Steel Corp.*, 301 U. S. 1; *Texas & New Orleans Ry.* v. *Brotherhood*, 281 U. S. 548; *United States* v. *Darby*, 312 U. S. 100; *Kentucky Whip & Collar Co.* v. *Illinois Central Railroad Co.* 299 U. S. 334).

Within the acknowledged field of Federal jurisdiction the courts have plainly indicated that action by the Federal Government to prevent discrimination on grounds of race or religion is as valid as action to prevent discrimination on grounds of union affiliation. Thus in *New Negro Alliance* v. *Sanitary Grocery Co.* (303 U. S. 552), the Supreme Court in determining that picketing in protest against racially discriminatory employment policies was protected by the Norris-LaGuardia Act of March 23, 1932 (47 Stat. 73; 29 U. S. C., sec. 113), declared:

> The desire for fair and equitable conditions of employment on the part of persons of any race, color, or persuasion, and the removal of discriminations against them by reason of their race or religious beliefs is quite as important to those concerned as fairness and equity in terms and conditions of employment can be to trade or craft unions or any form of labor organization or association. Race discrimination by an employer may reasonably be deemed more unfair and less excusable than discrimination against workers on the ground of union affiliation.

Power to regulate employment relations affecting commerce applies to unions as well as to employers. This was recognized by Congress when it enacted the Labor-Management Relations Act of 1947 (Public Law 101, 80th Cong., 1st sess.).

In *James* v. *Marinship* (155 Pac. (2d) 329) the Supreme Court of California, in a decision announced on January 2, 1945, granted an injunction against a local union having a closed-shop agreement for its refusal to permit members of a Negro auxiliary union to work in his shop. The court said:

> Its [the union's] asserted right to choose its own members does not merely relate to social relations; it affects the fundamental right to work for a living [citing cases] * * *. The discriminatory practices involved in this case are, moreover, contrary to the public policy of the United States and this State.

The bill imposes no arbitrary restraints in violation of constitutional requirements of due process or equal protection.

In *Railway Mail Association* v. *Corsi* (326 U. S. 88), the Supreme Court considered the constitutionality of section 43 of the civil-rights law of the State of New York. That section prohibited any labor organization from discriminating in the matter of membership and privileges on account of race, creed, or color. In upholding constitutionality, the Supreme Court said:

> We have here a prohibition of discrimination in membership or union services on account of race, creed, or color. A judicial determination that such legislation violated the fourteenth amendment would be a distortion of the policy manifested in that amendment which was adopted to prevent State legislation designed to perpetuate discrimination on the basis of race or color. We see no constitutional basis for the contention that a State cannot protect workers from exclusion solely on the basis of race, color, or creed by an organization, functioning under the protection of the State, which holds itself out to represent the general business needs of employees.

In *Steele* v. *Louisville & N. R. R. Co.* (323 U. S. 192), the Supreme Court held that a Negro railway fireman who was discriminated against because of color by the union chosen by the majority of his craft as bargaining representative under Federal Railway Labor Act could properly invoke the protection of the court by injunction, notwithstanding that such discrimination was buttressed by the contract between the union and the employing railroad. The Supreme Court said:

> * * * we think that Congress, in enacting the Railway Labor Act and authorizing a labor union, chosen by a majority of a craft, to represent the craft,

> did not intend to confer plenary power upon the union to sacrifice, for the benefit of its members, rights of the minority of the craft, without imposing on it any duty to protect the minority.
>
> * * * the discriminations based on race alone are obviously irrelevant and invidious. Congress plainly did not undertake to authorize the bargaining representative to make such discriminations.

To the same effect are *Tunstall* v. *Brotherhood of Locomotive Firemen and Enginemen* (323 U. S. 210 (1944)); *Morgan* v. *Virginia* (328 U. S. 373); Yale Law Journal (April 1947, p. 731, vol. 56, No. 4), Discrimination by Labor Union Bargaining Representatives Against Racial Minorities; California Law Journal (September 1945, p. 388, vol. 33, No. 3), The Right to Equal Opportunity in Employment.

Regulation of the hire or discharge of employees to prevent known abuses is not an unconstitutional abridgment of the right to contract. Freedom of contract is not absolute. Like all other rights of person and property, it is subject to reasonable regulations and prohibitions in the interest of the general welfare and of a sound and consistent democracy. As said by the Supreme Court of the United States in *Nebbia* v. *People of the State of New York* (291 U. S. 502, 527):

> The Constitution does not guarantee the unrestricted privilege to engage in a business or to conduct it as one pleases.

And in *West Coast Hotel Co.* v. *Parrish* (300 U. S. 379) the same Court, through Chief Justice Hughes, said (pp. 391–392):

> What is this freedom [of contract]? The Constitution does not speak of freedom of contract. It speaks of liberty and prohibits the deprivation of liberty without due process of law. In prohibiting that deprivation, the Constitution does not recognize an absolute and uncontrollable liberty. Liberty in each of its phases has its history and connotation. But the liberty safeguarded is liberty in a social organization which requires the protection of law against the evils which menace the health, safety, morals, and welfare of the people. Liberty under the Constitution is thus necessarily subject to the restraints of due process, and regulation which is reasonable in relation to its subject and is adopted in the interests of the community is due process. This essential limitation of liberty in general governs freedom of contract in particular.

Hence, the courts have steadily upheld legislative authority to regulate labor conditions and relations, and to prevent the right to hire and discharge from being used to impair "the countervailing right" of employees (*Phelps-Dodge Corp.* v. *NLRB*, 313 U. S. 177; *NLRB* v. *Jones & Laughlin*, 301 U. S. 1; *U. S.* v. *Darby*, 312 U. S. 100). The phrase "affected with a public interest" is no longer accepted judicially as the determining characteristic of businesses which can be subjected to "the economic and social programs of the States" (*Olsen* v. *Nebraska*, 313 U. S. 236, 246).

Nothing in the bill would permit anyone to demand employment by a given employer. Like the National Labor Relations Act, the bill permits any employer to hire or discharge "for any cause that seems to it proper" save for the cause which is specifically condemned (*Associated Press* v. *NLRB*, 301 U. S. 103, 132). See also *Virginian Railway Co.* v. *System Federation, No. 40* (300 U. S. 515, 559).

The Jones & Laughlin and Phelps Dodge decisions cited above also establish that the tested device of back-pay orders to remedy the effects of discrimination do not unconstitutionally impair the right to trial by jury. Back-pay orders would be remedial under this bill just as they are under the National Labor Relations Act (*Republic Steel Corp.* v. *NLRB*, 311 U. S. 7, 10).

Section 2 (b) of the bill properly creates a Federal right to be free of discrimination in employment. Section 152 (4th) of the Railway Labor Act and section 7 of the National Labor Relations Act, both before and after its amendment, create similar Federal rights. The Supreme Court has held that such Federal rights are enforceable by appropriate legislation (*U. S.* v. *Waddell*, 112 U. S. 76).

Nothing in this bill affects the validity or scope of the statutes which now exist in the States of New York, New Jersey, Massachusetts, Connecticut, Washington, Oregon, New Mexico, or Rhode Island forbidding discrimination in employment. State legislation will complement Federal legislation, for the effect of this bill is limited to interstate commerce and to Federal activities which are the primary constitutional concern of the Federal Government.

(*b*) *The treaty-making power.*—Section 2 (c) iii declares that, among other purposes, the bill is necessary—

> to promote universal respect for, and observance of human rights and fundamental freedoms for all, without distinction as to race or religion, in accordance with the undertaking of the United States under the United Nations Charter, and to further the national policy in that regard by securing to all persons under the jurisdiction of the United States effective recognition of certain of the rights and freedoms proclaimed by the General Assembly of the United Nations in the Universal Declaration of Human Rights.

Subdivision 2 of article VI of the Constitution of the United States provides that—

> * * * all Treaties made, or which shall be made, under the Authority of the United States, shall be the supreme law of the Land; and the Judges in every State shall be bound thereby, any Thing in the Constitution or Laws of any State to the Contrary notwithstanding.

Acting under their constitutional powers, the President and the Senate signed and approved the United Nations Charter. Article 55 of that treaty provides:

> With a view to the creation of conditions of stability and well-being which are necessary for peaceful and friendly relations among nations based on respect for the principle of equal rights and self-determination of peoples, the United Nations shall promote:
>
> * * * * * * *
>
> (c) Universal respect for, and observance, of human rights and fundamental freedoms of all without distinction as to race, sex, language, or religion.

This provision is given substance in article 56, which provides:

> All members pledge themselves to take joint and separate action in cooperation with the Organization for the achievement of the purposes set forth in article 55.

This pledge can only be redeemed by appropriate Federal legislation. The present bill is designed to achieve that purpose.

So viewed, it is immaterial whether or not the bill could be constitutionally enacted in the absence of an enabling treaty. The Supreme Court has established that there are some matters "that an act of Congress could not deal with but that a treaty followed by such an act could" (*Missouri* v. *Holland*, 252 U. S. 416, 433). In that case, the Court upheld a statute regulating the killing of migratory birds, a matter normally within the exclusive jurisdiction of the States. The existence of a treaty with Great Britain providing for such regulation supplied the basis for the Court's holding that "the great body of private relations usually fall within the control of the State, but a treaty may override its power" (252 U. S. 434).

If, as four justices of the Supreme Court recently noted, the United Nations Charter compels the invalidation, without more, of State legislation which does violence to its "high ideals," it certainly warrants affirmative action by Congress to eliminate "those forces of evil whose destruction recently necessitated a devastating war" (*Oyama* v. *California*, 332 U. S. 633, 673; 68 S. Ct. 269, 288).

RAMSEYER RULE

The provisions of H. R. 4453 do not specifically amend any particular provision of the existing law; therefore, it is not necessary to comply with the requirements of clause 2a of rule XIII of the Rules of the House of Representatives.

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84TH CONGRESS
1ST SESSION

H. R. 2967

IN THE HOUSE OF REPRESENTATIVES

JANUARY 25, 1955

Mr. BROOKS of Louisiana introduced the following bill; which was referred to the Committee on Armed Services

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A BILL

To provide for strengthening of the Reserve Forces, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "National Reserve Plan".

SEC. 2. In enacting this legislation, it is the conviction of the Congress that the best interests of the national security demand a well trained and well disciplined reserve, and further that honorable service includes fulfillment of service obligation in the Reserve Forces as well as the Active Forces. It is the intent of the Congress to provide sufficient Reserve Forces which, in conjunction with the Active Forces, will

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be able to preserve the security, and provide for the defense, of the United States.

SEC. 3. The Universal Military Training and Service Act (62 Stat. 604), as amended, is further amended as follows:

(1) Paragraph (3) of subsection 4 (d) is amended to read as follows:

"(3) Each person who, after the enactment of this amendatory Act, is inducted into, or initially enlisted or appointed in, the Armed Forces, including the reserve components thereof, or in the National Security Training Corps, before his thirty-fifth birthday, shall, except as provided in section 6 (c) (2) (A) of this Act, serve on active training and service in the Armed Forces or in training in the National Security Training Corps, and in a reserve component, for a total period of eight years, unless sooner discharged. Each such person, on release from active training and service in the Armed Forces or from training in the National Security Training Corps, shall, if qualified, be retained in or transferred to a reserve component of the Armed Forces by the Secretary of the Army, the Secretary of the Navy, or the Secretary of the Air Force (or the Secretary of the Treasury with respect to the United States Coast Guard), and shall serve therein for the remainder of the period which he is required to serve under this paragraph. To the maximum extent practicable, the National Guard and the Air National Guard shall continue to consist of members of the militia voluntarily enlisting therein. However, when recruitment efforts by the several States procure less than the necessary numbers and quality of volunteer personnel, and upon request or approval of the Governor or other appropriate authority of a State, Territory, or the District of Columbia, such a person may be assigned to the National Guard or Air National Guard of such State, Territory, or the District of Columbia for training in accordance with the purposes of this Act and shall serve therein for the remainder of the period which he is required to serve under this paragraph unless sooner discharged. A person assigned under this paragraph to the National Guard or the Air National Guard shall concurrently become a member of the National Guard of the United States or the Air National Guard of the United States, as appropriate. Persons having an obligated period of service under this Act shall perform such duties as may be prescribed by the Secretary of the Army, the Secretary of the Navy, or the Secretary of the Air Force (or the Secretary of the Treasury with respect to the United States Coast

Guard) for satisfactory performance of that service obligation. In addition to their obligation to perform the duties provided for in this Act, such persons shall be subject to such orders, directives, and regulations relating to their administration (including the rendering of prescribed reports on personal status) as may be prescribed by the Secretary of the Army, the Secretary of the Navy, or the Secretary of the Air Force (or the Secretary of the Treasury with respect to the United States Coast Guard). This subsection does not prevent any person, while in a reserve component of the Armed Forces, from being ordered or called to active duty in such armed force. The appropriate Secretary of a military department, with the approval of the Secretary of Defense (and the Secretary of the Treasury with respect to the Coast Guard when it is not operating as a service in the Navy) may provide, by regulations which shall be as uniform as practicable, for the release of any person from training and service in the Armed Forces before serving the period for which he was enlisted, appointed, or inducted."

(2) Section 6 (c) (2) (A) is amended to read as follows:

"Until July 1, 1959, any person who is under the age of nineteen years and who has not been ordered to report for induction under this Act, may, within quotas fixed by the President with the advice of the Secretary of Defense and the Joint Chiefs of Staff, enlist in the National Guard or Air National Guard or in the Reserve of any armed force. However, if the number of enlistments under this subsection do not meet established quotas, the Director of Selective Service, upon request of the Secretary of Defense (and the Secretary of the Treasury with respect to the Coast Guard when it is not operating as a service in the Navy), may, notwithstanding section 5 (a) (1) of this Act, provide for the induction into the Army Reserve, Navy Reserve, Air Force Reserve, Marine Corps Reserve, or Coast Guard Reserve, for the purposes of this subsection, of such numbers of persons under the age of nineteen years as are necessary to meet those quotas. A person enlisted or inducted under this subsection shall serve either on active duty for training and service in the Armed Forces and in a reserve component for a total period of eight years, or on active duty for training and in a reserve component for a total period of ten years, as prescribed by the Secretary of the Army, the Secretary of the Navy, or the Secretary of the Air Force (or the Secretary of the Treasury with respect to the United States Coast Guard). A person who has an obligated period of ten years, shall, upon enlistment or induction, be ordered to perform active duty for training for a period of six months. After satisfactorily completing that active duty for training, he shall continue his status in the National Guard, Air National Guard, or the Reserve, as appropriate. The National Security Training Commission shall act in an advisory capacity to the Secretary of Defense and the President, as Commander in Chief, with respect to the welfare of such persons while serving on active duty for training for six months under this subsection. Upon a specific finding by the President, persons with critical skills engaged in critical defense supporting industries may be allowed to fulfill their military obligation by entering into the ten-year period of service under the terms of this subsection. Notwithstanding any other provision of law, a person enlisted or inducted under this section who has an obligated period of ten years, shall—

(i) be entitled to pay in the amount of $30 a month for his initial six months of active duty for training and for any period of hospitalization incident thereto;

(ii) for the purposes of subsistence and travel and transportation allowances and title IV of the Career Compensation Act of 1949, as amended, he shall be treated as if he were serving in pay grade E–1 (under four months);

(iii) be entitled to the benefits authorized for reservists by Public Law 108, Eighty-first Congress, approved June 20, 1949 (63 Stat. 201) (for the purposes of which the term "active duty for training" as used therein shall be considered to be "extended naval or military service"), except that he shall not be entitled to the benefits of section 621 of the National Service Life Insurance Act of 1940, as amended, and the automatic indemnity coverage under the Servicemen's Indemnity Act of 1951, as amended, shall be limited to thirty days after separation or release from active duty training; and

(iv) during his period of obligated service, be deferred from training and service under this Act, after completing his initial six months of active duty for training, for so long as he serves satisfactorily as a member of the National Guard or a reserve component, but he shall be liable for active duty as prescribed in section 233 of the Armed Forces Reserve Act of 1952, as amended.

If a person who has been deferred from training and service under clause (iv) after completing his initial six months of active duty for training does not thereafter, during any part of his obligated period of service, serve satisfactorily as a member of the National Guard or a reserve component, as determined by the Secretary of the Army, the Secretary of the Navy, or the Secretary of the Air Force (or the Secretary of the Treasury with respect to the United States Coast Guard), his deferment shall be canceled, and he shall be liable to be inducted into the Armed Forces for an additional period of training and service of not more than eighteen months. In addition to enlistments authorized by this subsection, persons selected for enrollment in an officer training program under section 6 (d) of this title may be enlisted in a reserve component of the Armed Force concerned. For the purposes of this subsection the words 'active duty for training' mean full-time duty in the active military service of the United States for training purposes."

(3) Section 9 (g) (3) is amended to read as follows:

"Any employee who holds a position described in paragraph (A) or (B) of subsection (b) of this section shall be granted a leave of absence by his employer for the purpose of being inducted into, entering, determining his physical fitness to enter, or performing training duty in the Armed Forces of the United States or while a member of the National Guard or Air National

Guard of the United States. Upon his release from training duty (other than training in the National Security Training Corps) or upon his rejection, such employee shall, if he makes application for reinstatement within thirty days following his release or rejection, be reinstated in his position without reduction in his seniority, status, or pay except as such reduction may be made for all employees similarly situated."

(4) Section 9 (g) is amended by adding the following new paragraph, to be known as paragraph (4), to read as follows:

"Any person who performs active duty for training pursuant to, and as defined in, section (3) of the National Reserve Plan shall be entitled, upon application for reemployment within sixty days after (a) release following satisfactory completion of required training or (b) from hospitalization continuing after discharge for a period of not more than six months, to all reemployment rights and benefits provided by section 9 of this title in the case of persons inducted under the provisions of this title, except that any person so restored to a position in accordance with the provisions of this title shall not be discharged from such position without cause, within six months after such restoration."

SEC. 4. The Armed Forces Reserve Act of 1952 (66 Stat. 481), is amended as follows:

(1) By amending section 101 (f) to read as follows:

"(f) 'Member of a reserve component' means a person appointed, enlisted, or inducted as a Reserve of an Armed Force of the United States or a person who is transferred to, or otherwise acquires membership in, a reserve component under any provision of law."

(2) By inserting the following at the end of section 101:

"(k) 'Active Forces' means those members and units of the Armed Forces of the United States that are on active duty.

"(l) 'Reserve Forces' means those members and units of the reserve components that are not on active duty, nor in a retired status."

(3) By amending section 201 (a) to read as follows:

"(a) The Reserve Forces of the Armed Forces of the United States are maintained to provide trained units and qualified persons available for active duty in time of war or national emergency, and at such other times as the national security requires, to meet requirements for military forces in excess of existing Active Forces, during and after the period needed to procure and train additional units and qualified persons to achieve the planned mobilization."

(4) By amending section 204 to read as follows:

"Sec. 204. The Reserve Forces consist of the Ready Reserve and the Standby Reserve."

(5) By amending section 205 to read as follows:

"Sec. 205. (a) The Ready Reserve consists of those trained members and units of the Reserve Forces available to meet immediately during early phases, but not to exceed the first six months, of any war or general mobilization, an expanded need for military manpower to—

(1) augment the Active Forces;

(2) replace attrition or combat losses in the Active Forces; and

(3) provide for building up combat and support forces, and the expansion of the training base.

"(b) Each member of the Ready Reserve shall perform such active duty for training as may be prescribed under section 233 (d) of this Act, and such inactive duty training as may be prescribed by the appropriate Secretary. Such inactive duty training shall normally provide for an annual maximum of forty-eight assemblies for drill or other equivalent periods of training, instruction or duty, or appropriate duties."

(6) By amending section 206 to read as follows:

"Sec. 206. (a) The Standby Reserve consists of those members of the Reserve Forces that are not in the Ready Reserve.

"(b) Members of the Standby Reserve may not be ordered, without their consent, to perform active duty for training or inactive duty training, but may be ordered, with their consent, to perform such training without pay."

(7) By amending section 208 to read as follows:

"SEC. 208. (a) Each person required to serve in a reserve component pursuant to law shall, upon becoming a member of a reserve component, be in the Ready Reserve, unless he is on active duty or is transferred to the Standby Reserve.

"(b) All units and members of the National Guard of the United States and the Air National Guard of the United States shall be in the Ready Reserve.

"(c) Under regulations prescribed by the appropriate Secretary, any member of the Reserve Forces who is not otherwise required to serve in the Ready Reserve, shall be transferred to the Standby Reserve, be discharged, or be placed in the Retired Reserve if he is eligible and applies therefor, as appropriate, unless he agrees in writing to serve in the Ready Reserve for at least one year.

"(d) Under regulations prescribed by the Secretary of Defense (or the Secretary of the Treasury for the Coast Guard when the Coast Guard is not operating as a service in the Navy), any member of the Standby Reserve who has not completed his obligated period of military service in the Ready Reserve, may be transferred to the Ready Reserve, whenever the reason for his transfer to the Standby Reserve no longer exists.

"(e) Under regulations prescribed by the appropriate Secretary—

"(1) any person who, at the time of his release from active duty in an armed force, has served therein for two years or less, may be required to serve the remainder of his military obligation in the Ready Reserve; and

"(2) any other person who has a remaining military obligation may be required to serve in the Ready Reserve for a period determined by subtracting the amount of his active duty in excess of two years from the amount of his total obligation remaining to be served upon his release from active duty.

"(f) Under regulations prescribed by the Secretary of Defense (or the Secretary of the Treasury for the Coast Guard when the Coast Guard is not operating as a service in the Navy), each Armed Force of the United States shall provide a system of continuous screening of units and members of the Ready Reserve to insure that—

(1) no significant attrition will occur to those members or units during a mobilization;

(2) there will be a proper balance of military skills;

(3) members of the Reserve Forces possessing critical civilian skills will not be retained in numbers beyond the requirements for those skills except for persons who have military skills for which there is an overriding requirement; and

(4) with due respect to national security and military requirements, recognition is given to participation in combat.

"(g) Under regulations prescribed by the appropriate Secretary, any member of the Ready Reserve may be transferred to the Standby Reserve.

"(h) Members of the reserve components who are in the Ready Reserve and the Standby Reserve on the date of enactment of this amendatory Act, except those who are on active duty, shall be in the Ready Reserve and the Standby Reserve, as the case may be, established by this amendatory Act."

(8) Section 209 (a) is amended by inserting the words "retained in or" before the word "transferred".

(9) Section 212 is amended to read as follows:

"Sec. 212. (a) Members of the Ready Reserve and members of the reserve components on active duty shall be in an active status, except that members of the inactive National Guard shall be in an inactive status.

"(b) Members of the Standby Reserve shall be in an inactive status. However, for the purposes of title III of the Army and Air Force Vitalization and Retirement Equalization Act of 1948, a member of the Standby Reserve who performs active duty for training or inactive duty training under section 206 (b) of this Act, and who is otherwise eligible, is entitled to the award of retirement point credits and credit for membership in a reserve component as prescribed in that Act.

"(c) Members of the Retired Reserve shall be in a retired status."

(10) Section 214 is amended to read as follows:

"SEC. 214. The Reserve Forces shall be divided into training categories according to the types and degrees of training including the number and duration of drills or equivalent duties to be completed in stated periods of time, as the appropriate Secretary prescribes. The designation of such training categories shall be the same for each Armed Force of the United States."

(11) By amending section 228 to read as follows:

"SEC. 228. To become an enlisted member of a reserve component, a person shall be enlisted as a Reserve of an Armed Force of the United States and subscribe to the oath prescribed by section 8 of the Act of May 5, 1950, as amended, or be inducted into, or transferred to, or otherwise become a member of a reserve component under law."

(12) By inserting the following before the period at the end of section 232: ", or transferred to, or otherwise acquire membership in, a reserve component under law".

(13) By amending subbsections (a), (b), (c), and (d) of section 233 to read as follows:

"SEC. 233. (a) In time of war, or of national emergency declared by Congress after the enactment of this amendatory Act, any unit of the Reserve Forces and the members thereof, or any member not assigned to a unit organized for the purpose of serving as such, may, by competent authority, and subject to a determination of availability by the Director of Selective Service in the case of members of the Standby Reserve, be ordered to active duty for the duration of the war or emergency and for six months thereafter.

"(b) Members of the reserve components in a retired status may be ordered to active duty in time of war, or of national emergency declared by the Congress after the enactment of this amendatory Act, but may be ordered without their consent only if the appropriate Secretary determines that adequate numbers of qualified members of the Reserve Forces are not readily available.

"(c) In time of national emergency proclaimed by the

President after the enactment of this amendatory Act, or when otherwise authorized by law, any unit and the members thereof, or any member not assigned to a unit organized for the purpose of serving as such, of the Ready Reserve may, by competent authority, be ordered to active duty for not more than twenty-four consecutive months, in such numbers as are authorized by the President to meet the requirements of the emergency.

"(d) At any time any member or unit of the Ready Reserve may, by competent authority, be ordered to perform active duty or active duty for training, without his consent, for—

(1) not to exceed seventeen days annually, in the case of members or units which have attended the number of assemblies for drill or other equivalent periods of training, instruction, or duty, or appropriate duties prescribed by the appropriate Secretary for the twelve-month period immediately preceding the date of the order to active duty or active duty for training; or

(2) not to exceed thirty days annually, in the case of members that have been unable to attend the prescribed number of assemblies for drill or other equivalent periods of training, instruction, or duty, or appropriate duties during that twelve-month period.

However, no unit of the National Guard of the United States or of the Air National Guard of the United States may be ordered to duty under this subsection without the consent of the Governor or other appropriate authority of the State, Territory, or of the District of Columbia, as the case may be.

"(e) Members of the Reserve Forces who have fulfilled the active duty obligation imposed upon them by law and who thereafter fail to attain or maintain required levels of proficiency because of their failure or refusal to participate in prescribed Reserve programs shall, in addition to any other action which may be taken by the appropriate Secretary, and upon approval by that Secretary, not accrue any further eligibility to benefits under title III of the Army and Air Force Vitalization and Retirement Equalization Act of 1948. However, if such a member thereafter and during his period of obligated service attains and maintains required levels of proficiency, as determined by the appropriate Secretary, he shall again be entitled to those benefits and to accrue further eligibility to those benefits.

"(f) A member of a reserve component may, by competent authority, be ordered to active duty or active duty for training at any time with his consent. However, no member of the National Guard of the United States or Air National Guard of the United States shall be so ordered without the consent of the Governor or other appropriate authority of the State, Territory, or of the District of Columbia, as the case may be."

(14) By redesignating subsections (e), (f), and (g) of section 233 as (g), (h), and (i), respectively.

(15) By adding the following subsection at the end of section 249:

"(d) Notwithstanding any other provision of law, the appropriate Secretary may discharge any member of a reserve component who is in excess of mobilization requirements in any category of skill or qualifications."

SEC. 5. The National Defense Act, as amended (39 Stat. 166), is further amended as follows:

(1) By adding the words "persons who are assigned thereto under section 4 (d) (3) of the Universal Military Training and Service Act, and" after the words "shall consist of" in section 58 thereof.

(2) By amending section 61 (39 Stat. 198), to read as follows:

"(a) A State or Territory or the District of Columbia may not maintain troops other than as authorized in this Act.

"(b) Under regulations prescribed by the President, each State and Territory and the District of Columbia may organize and maintain therein such non-federally recognized organized militia, in addition to the federally recognized

National Guard and federally recognized Air National Guard and the Naval Militia. Organized militia established under this section may not be called, ordered or in any manner drafted, as such, into the Armed Forces of the United States.

"(c) A State or Territory or the District of Columbia, may use its organized militia established under this section within its respective borders as deemed necessary by the Chief Executive thereof.

"(d) In time of war, or of national emergency by Congress or proclaimed by the President after the enactment of this amendatory Act, the federally recognized National Guard and the federally recognized Air National Guard of a State or Territory or the District of Columbia may not be used by the Chief Executive thereof unless authorized by the President.

"(e) This Act does not prevent a State or Territory or the District of Columbia from organizing, maintaining, and using police or constabulary forces within its respective borders.

"(f) No person may become a member of the organized militia established under this section if he is a member of the Reserve Forces as defined in section 101 of the Armed Forces Reserve Act of 1952, or is liable for induction for training and service under the Universal Military Training and Service Act. However, a member of the organized militia established under this section is not exempt from military service under any Federal law by reason of membership therein.

"(g) The President may prescribe for the Organized Militia established under this section:

"(1) The organization, standards of training, instruction, and discipline.

"(2) The use of Federal funds for any expense of the United States incident to the training of these military forces.

"(3) The issue of such arms, ammunition, clothing, and other items of military equipment as he deems necessary.

"(h) A member of the Organized Militia established under this section is not entitled to pay, allowances, subsistence, medical care and treatment, or transportation from Federal funds."

(3) By amending section 70 (39 Stat. 201), to read as follows:

"(a) Each person enlisting in the National Guard or the Air National Guard shall sign an enlistment contract and subscribe to the following oath:

"'I do hereby acknowledge to have voluntarily enlisted this ________ day of __________________ 19__, in the ______________________ National Guard (Air National

Guard) of the State of ______________ for the period of ________ year(s), under the conditions prescribed by law, unless sooner discharged by proper authority.

"'I, ____________________, do solemnly swear (or affirm) that I will bear true faith and allegiance to the United States of America and to the State of ______________; that I will serve them honestly and faithfully against all their enemies whomsoever; and that I will obey the orders of the President of the United States and the Governor of ______________ and the orders of the officers appointed over me, according to law and regulations.'

"(b) Each person who is assigned to the National Guard or the Air National Guard under section 4 (d) (3) of the Universal Military Training and Service Act shall subscribe to the following oath:

"'I, ____________________, do solemnly swear (or affirm) that I will bear true faith and allegiance to the United States of America and to the State of ______________; that I will serve them honestly and faithfully against all their enemies whomsoever; that I will obey the orders of the President of the United States and of the Governor of ______________ and the orders of the officers appointed over me, according to law and regulations.'

"(c) The oath prescribed by subsection (a) or (b) may be taken before any officer of the National Guard or the Air National Guard, as appropriate, authorized by the law of his State or Territory or of the District of Columbia, in the case of members of its National Guard or Air National Guard, or before any other person authorized by the law of the jurisdiction concerned to administer oaths of enlistment in the National Guard or Air National Guard."

SEC. 6. The following parts of Acts are repealed:

(1) Paragraph (2) of subsection 4 (c) of the Universal Military Training and Service Act, as amended (64 Stat. 605). However, any person who was deferred under the last proviso thereof shall continue to be deferred from induction until such time as he is ordered to active duty, ceases to serve satisfactorily in a reserve component, or would otherwise not be subject to the Universal Military Training and Service Act, as amended.

(2) Sections 210, 211, and the proviso of the first sentence of section 226, of the Armed Forces Reserve Act of 1952, as amended.

(3) Sections 102 (c) and (d) and 202 (c) and (d) of the Army and Air Force Authorization Act of 1949 (64 Stat. 322, 323).

84TH CONGRESS
1ST SESSION

H. R. 2967

A BILL

To provide for strengthening of the Reserve Forces, and for other purposes.

By Mr. BROOKS of Louisiana

JANUARY 25, 1955

Referred to the Committee on Armed Services

MEMBERS OF THE HOUSE RULES COMMITTEE AND HOW THEY VOTED ON THE POLL TAX

DEMOCRATS

1. [illegible] Ill., Chairman +

2. [illegible] -

3. [illegible] +

4. [illegible] North Carolina -

5. [illegible] West Va. +

6. [illegible] -

7. [illegible] +

8. [illegible] +

9. [illegible] +

10. [illegible] +

11. [illegible] +

12. [illegible] +

REPUBLICANS

1. [illegible] +

2. [illegible] (voted + but absent)

3. [illegible]

4. [illegible] - absent

[illegible] +

6. [illegible] + (sponsor of Const. Amen. to abolish poll tax)

7. [illegible] +

8. [illegible] +

* [illegible] a member of the former Congress

+ For

- Against

REPORT ON SMITH COMMITTEE HEARINGS

On Jan. 11, 1944, the Smith Committee met publicly to consider the case of the Philadelphia Transportation Company against which FEPC had issued directives. Present were Voorhis of California, Delany of NY, Smith of Va.(Chairman), Hartley of Pa(?) Jennings of Tenn., and Hoffman of Mich.

The purpose of the hearing was allegedly to see whether by issuing directives, the FEPC had exceeded its power. However, there was an attempt during the first part of the hearing to confuse the issue by dwelling on what would happen should the directives of the FEPC be enforced against the Philadelphia Transportation Co.

The meeting was opened at 10:45 AM by Hodgson, Counsel for the Smith Comm. who presented the Findings of Facts and the Directives issued by FEPC to the PTC.

Carney, President of the PRE testified that his union was an independent and certified by the State Labor Board. He stated that, before anything could be changed the agreement between the Union and the PTC would have to be altered. Delany inquired whether Carney considered the contract superior to a nationally formed order and he replied in the affirmative. Carney stated that Negroes are members of the Union and pay the same dues. He [illegible] conclusion made the following points:

1. Colored don't work on cars or as cashiers but have never protested about [illegible] at meetings despite the fact that 8 out the 126 delegates are on steering committee.

2. This is not discrimination, it is custom.

[illegible] some type of discrimination as there is in Cong. only [illegible]

[illegible]

Second witness was Hogan, Secy Treasurer of PRT. His chief points were:
1. Directive violates contract and FEP[C] has not yet been established as legal. Therefore why obey the order?
2. The clause referring to the existing practices and customs has reference to Negroes because Negroes have never been employed by PRT for certain jobs. (This was later refuted by [illegible] for PRT) the [illegible] Mayor of Philadelphia at [illegible] the phrase in question was written and who testified that [illegible] had the racial issue in mind at that time.)
3. He explained the seniority system, showing that when men changed departments, regardless of their service with the company, they were placed at the bottom of the list. He thus refuted the Companies argument that to allow Negroes to go into new types of work, would impair the seniority rights of service men.
(Delany here pointed out that colored men returning from the armed services found [illegible] worse than the loss of seniority.)
(Voorhis said that [illegible] merely one of seniority rules and that the issue of [illegible] seniority had nothing to do with the case.)
([illegible] pointed out that [illegible] colored delegates could do nothing against [illegible] whites to change the existing practices and Hoffman countered with the right of majority rule.)
(Delany asked whether it was a company union and Smith said yes that it had been certified by the State Labor Relations Board.)
4. PRT has rendered good service despite the manpower shortage.
5. Issue brought up by rival labor organizations because the union independent.
6. Whites can't have jobs ordinarily held by Negroes. When pressed he reluctantly stated that the only jobs in this category were the porters.
(When Voorhis asked why the directive was illegal, [illegible] asked for a chance to talk on that point and Smith promised it to him.)

Third witness was Hodgson, lawyer and counsel for PRT Union.
His points were:
1. There is no legal basis for the directive.
2. He thought the hearing would be factual not legal and was therefore not prepared to give legal testimony.
3. PRT not subject to [illegible] because only engaged in intrastate commerce.

Fourth witness was [illegible] employee of PRT for 16 years.
He presented two petitions, 1) refusing to work with Negroes on platform jobs signed by 1770 names 2) saying that to employ Negroes in these jobs would hinder the war effort because it would create disharmony. This was signed by [illegible] as Negroes and dated [illegible].
(Delany pointed out that in PRT Negroes [illegible].)
[illegible] represented, he said the men who signed the petition [illegible] "worked on" for two days. (The words "worked on" were noted as being quite off color by everyone present).

Fenn again raised the question of the seniority of men in the armed [illegible] [illegible] [illegible] [illegible] to June, 1941, would have [illegible] He said they [illegible] [illegible] if the Negro was [illegible]. and there were [illegible] [illegible] and that vast majority are [illegible] Ross that relationship between races very cordial and no discrimination between the two "classes". Brings in question of syphilis. (At present to this point, Smith smiles and says they are here to [illegible] the legality of the Directive.)

Next witness is Atchinson, a surface operator. He wants to protect his job. would not work with Negroes. Bykes, the NAM, operator of a [illegible] man car, threatens a strike,

Next came Ballard, Counsel of the PTC. He talked about the [illegible] service rendered by PTC and quoted a letter from the ODT. He mentioned the PTC's obligations to its employees and the need for cooperation. Company would not try to go against desires of employees at this time. He recognized the sovereignty of the National Government but [illegible] any change would [illegible] war service. He said one Negro [illegible] the line. Since PTC has no war contracts with Government. They do provide buses [illegible] under contract for the [illegible] Island Navy Yard. He [illegible] that the Red Car Case casts new light on the validity of this type of Directive. ([illegible] asked how an executive agency could try to overrule the US. Court.) Ballard said the only way to test the validity of the Directive is by appeal to the Legislature. Ballard said no similar directives issued to other transportation companies in Phila.

Ross then spoke and made the following points:

1. No other directives were issued because no complaints had been received. The Comm. acts only on complaints.
2. 22 complaints were filed by Negroes who were refused upgrading. 8 were PRT members.
3. [illegible] first made effort to get Negroes on street cars because they were in charge of overall employment. When they failed we stepped in.
4. The custom clause has no reference to Negroes.
5. Directives were issued to both company and the union
6. Explained the whole structure of the Committee and its procedure.

Altogether Ross's testimony was weak because he allowed himself to be sidetracked from the main point of the issue; he was making and he was overpolite to Committee who were not treating him in like fashion. Ford, the [illegible] for Smith Committee was able to break in and read a memo from [illegible] and [illegible] which said that it was the "duty" of labor unions to obey the Executive Orders. This was written [illegible] regarding a case on the West Coast and is [illegible] one of the poorest documents written by anyone in FEPC.

Letters between [illegible] and [illegible] were read in which [illegible] stated that he did not believe that the Committee had jurisdiction where [illegible] contracts existed. Ross disagreed with [illegible]'s position, said that the new Order differed from the old and that he was not responsible for what went on before he joined FEPC.

At this point Ross was asked for a history of his career in

Government. When they began to drag in the NRA and Ross' connection with labor, Sharfsin (counsel for FEPC) objected to the questionsas irrelevant and Smith countered by saying that these hearings were informal and not run according to court procedure and therefore anything goes.

Ross refused to let himself be forced into giving his opinion on legal matters and then the meeting adjourned for lunch.

After lunch, Sharfsin saved the day for FEP, by giving an excellent resume of the legal basis of FEPC. He
1. quoted [illegible] opinion of Jan. 7, '42 showing that there is no need for a contract in order for the Comm. to have jurisdiction over the party.
2. quoted [illegible] ruling that transportation the same as manufacturing and distribution from the point of view of being a war industry.
3. Cited [illegible] re Capital Transit where he said that street railways were within the jurisdiction of the Committee.

Sharfsin outlined the differences between 8802 and 9346, said that national policy was the law of the land, and that there was no need for Obvious opinions really because the provisions were self evident. He stated that the issuance of directives was a logical step which the Committee was authorized to take by the Order which says that FEPC must take necessary steps to eliminate unfair practices. He said that the intention of the Customs clause in para. 5 did not refer to Negroes. He mentioned the relationship between PTC and ODT which grants the former applications for a permit to get new cars given only to essential war industries. (He refused to draw a line between war and non-war industries saying that that must be arrived at gradually as the need arises.)

Voorhis, by questions brought out that FEPC doesn't have any enforcement powers and that final authority rests with the President. Sharfsin stated that those intended the issuance of 9346 under [illegible] the President's inherent powers for the prosecution of the war. Voorhis, asking whether the President had exceeded his powers said that the real issue was the President's own power under that Constitution.

Smith said that real point of difference was the right to issue orders without legal backing but Sharfsin said in time of war this was OK. When FDR issued the second order, he k new that the old one had been construed to allow the issuance of directives.

In discussing the threat of strike, Sharfsin called it an"iffy " question, implying that this was merely a threat and said that anyway, if they hadn't refused to comply earlier, the question never would have come up. He pointed out that there had been no evidence presented during the hearing against the Committee.

At the close of the hearing, Miss Bachrach, representing the Philadelphia Council on Equal Job Opportunities presented a resolution supporting FEPC.

This is a barely outline of what went on at the hearings. It gives only the gist of what went on. The witnesses for the PTC and [illegible] were poor and Sharfsin was very good. He made his points by quoting the Executive Order verbatim. Smith and Hoffman were very docile at the end of the session in contrast to their hostile attitudes at the beginning. I think they were surprised when Sharfsin answered them [illegible]

NC-FEPC
grf

ANALYSIS OF THE POSSIBILITY OF BRINGING H. R. 2232

TO THE

HOUSE FLOOR BY THE CALENDAR WEDNESDAY METHOD

The Procedure*

Every Wednesday the House may, under the Calendar Wednesday Rule, 1 act on legislation on the House or Union Calendars, without regard to Rules Committee procedure.2

The practice is automatically to dispense with Calendar Wednesday by unanimous consent of the House. Should unanimous consent ever be denied, a 2/3 vote is required to dispense with Calendar Wednesday. Debate on this motion is limited to ten minutes, five for and five against.

If the dispense motion were to lose, the chairmen of the legislative committees would be called upon, in order, and it would be the privilege of each chairman, if present on the floor at that time, and if specifically authorized to do so, 3 to bring up any bills of his committee that are on the House or Union Calendars.

When a bill on the Union Calendar is called up on Calendar Wednesday, the House automatically resolves into the Committee of the Whole.4 Two hours are allowed for general debate, equally divided between those for and those against. After close of the two-hour general debate, the bill is open to amendment. The bill is read by sections for amendment, and there is no limitation on the number of amendments that may be offered, although debate on each amendment is limited to ten minutes, five for and five against.5 Unanimous consent or passage of a motion to close debate is required to limit the time on amendments.6

A motion to recess is not in order on Wednesday, except during the last two weeks of the session, but a motion to adjourn is in order at any time except when a roll call on the vote is actually in process.7 A motion for a vote on whether the bill should be considered is in order; if passed, the bill may be considered.8 Debate may be interrupted at anytime on a question of privilege,9 and each member that so desires may speak for one hour on a matter of personal privilege.10

The previous question may not be called while the bill is in the Committee of the Whole.11 The House may not receive a report from the Committee of the Whole if there is no quorum at that time.12

If the House fails to complete action on the bill on the Wednesday it is brought up, the House moves on to its regular business on Thursday, and the committee whose bill was discussed that day loses its place on the calendar, and moves to the bottom of the list, unless the House decides by a 2/3 vote, to authorize completion on a subsequent Wednesday of an unfinished bill.13

The Rules Committee may not report a rule to set aside Calendar Wednesday, but it may report "a resolution couched in general terms which may indirectly accomplish that ultimate result, such as a resolution providing for six day's suspension of the rules."14

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* Two sources were used for the procedural data:

Footnotes A. RULES AND MANUAL OF THE HOUSE OR REPRESENTATIVES, by Lewis Deschler, House
are on Parliamentarian. Citations from this source are abbreviated to "HR".
Page 4 B. CANNON'S PROCEDURE IN THE HOUSE OF REPRESENTATIVES, by Clarence Cannon. Citations from this source are abbreviated to "CP"

The Obstacles

1. Dispensing with Calendar Wednesday

For many years, the practice has been to dispense with Calendar Wednesday automatically each week. More and more the House has come to rely upon the Rules Committee to determine what legislation shall come to the floor and when. As a result, the other alternative methods originally provided as a matter of course, such as Calendar Wednesday, are now thought of as unorthodox or less desirable than the Rules Committee method. Many reasons have been advanced for the tendency to favor Rules Committee procedure. One is that because the Rules Committee is the political committee of the House, all important or controversial legislation should be channeled through it. Another is that during the pressures of pre-war and wartime defense problems the tendency was to rely upon the Rules Committee, controlled by the Administration, to expedite legislation and to save time.

In any event, Calendar Wednesday has fallen into disuse. It has been used only once in the 78th Congress and only once in the 79th Congress to date - and on non-controversial legislation. Habitually the Majority Leader has asked for and obtained unanimous consent to dispense with Calendar Wednesday.

Any Member may object to dispensing with Calendar Wednesday when the unanimous consent request is made, but he must be backed by 1/3 of the House on a vote on a motion to dispense. He must also be backed by a majority to vote against adjournment. Immediately after a previous attempt to object to dispensing with Calendar Wednesday in connection with H.R. 2232, a motion to adjourn was made and passed. There is little doubt that the Southerners would again use that technique to prevent the reaching of the Labor Committee on a Calendar Wednesday.

2. Order of Committees

Even if the opposition should not succeed in blocking the Calendar Wednesday campaign by getting the House to adjourn each Wednesday as they did on the previous attempt, whether the Labor Committee could be reached in a reasonable time, even before the close of the 79th Congress, is dubious.

When Calendar Wednesday is used, legislative committees are called in order from a list on which they are numerically placed. The Labor Committee is No. 24 on that list. The committee next in line is No. 7. That means that the call must go through 17 committees before the Labor Committee is reached. As of November 12 these committees had 21 bills on the calendars eligible for calling on Calendar Wednesday. It is impossible to estimate how many bills these committees may report out between now and the time they may be reached on a Calendar Wednesday. Ten of these committees are chaired by Southerners, who might be tempted to rush out bills to occupy their time and prevent or delay the reaching of the Labor Committee.

If the proponents of H.R. 2232 were to succeed in preventing the House from dispensing with Calendar Wednesday each Wednesday, despite the handicaps enumerated in the foregoing section, perhaps the Labor Committee might be reached in 17 legislative weeks if one were to assume an uninterrupted campaign, with each one of the committees having priority over the Labor Committee occupying one Calendar Wednesday. But it would be unrealistic to count on that minimum in view of adjournment or other filibustering tactics that may be employed.

3. When the Labor Committee Is Reached

If the Labor Committee were ever reached and H.R. 2232 brought up on Calendar Wednesday, the opponents would use every possible device to prevent a vote on that day, since if action is not completed then, the committee loses its current place and moves to the botton of the list until it is again reached in its order in a new series of Calendar Wednesdays. Whether proponents of H.R. 2232 could muster a 2/3 vote to continue on the subsequent Wednesday, even if given the opportunity, is doubtful.

Assuming the opponents are unsuccessful in cutting off debate by adjournment, there are at least two ways in which they can filibuster: In the Committee of the Whole, two hours are allowed for general debate; then follow amendments and debate on amendments (time limit unpredictable). Amendments ad infinitum can be proposed, each amendment entitled to ten minutes discussion. Any number of opponents can break in at any time to speak for one hour each on a point of personal privilege. Such a filibuster cannot be broken by calling the question, because the question cannot be called in the Committee of the Whole.

When the Committee of the Whole finishes with the bill--if it ever does--there must be a quorum of 100 on hand if the House is to receive and act on the bill. Holding a quorum together at a late hour, in a drawn-out filibuster, is always difficult.

Conclusions

Even proponents of the Calendar Wednesday campaign agree that the chances of enacting H.R. 2232 by this method are slim. On September 26, just prior to the first attempt to dispense with Calendar Wednesday which was thwarted by adjournment, Mrs. Norton had stated to the press, "I know that the opponents of the bill will use every filibustering method at their command to keep the House from voting on it before adjourning for the night." (Washington Daily News, 9/26/45)

Most proponents consider the Calendar Wednesday campaign hopeless and inadvisable. One sponsor of the bill who has had a great deal of experience in piloting legislation through the House has said, "Calendar Wednesday is used primarily for non-controversial legislation. I do not know how a vote can be secured on a controversial piece of legislation...I think Calendar Wednesday as a device for bringing floor action on the FEPC bill is bad. I do not know what would prevent a motion to adjourn from succeeding. Word gets around when a Calendar Wednesday is to be utilized, and the opposition quickly organizes against it. The Calendar Wednesday would be particularly bad at this time because many Congressmen are pressing to get home before the holidays, and the Calendar Wednesday move would be especially irritating. It is my opinion that Calendar Wednesday as a move to get the FEPC bill to the floor would produce nothing more than irritation--an irritation that this particular bill can ill afford."

A neutral advisor, who perhaps knows how the House operates better than any other single individual, has said the chances of success of the Calendar Wednesday campaign are "slim indeed".

By-Product

Besides the irritation that would undoubtedly be created by a Calendar Wednesday campaign at this time, another by-product would be the hampering of the petition campaign. The petition was initiated before the Rules Committee vote, and in the intervening weeks many Members refused to sign on the grounds that one tactic should be used at a time. With some it may have been an excuse rather than a reason, but the excuse was there. Politically, if the Calendar Wednesday campaign were to be led by those who now advocate it, the effect would probably be for the Republicans whose signatures are essential for completion of the petition to look upon the hopeless campaign as another opportunity to demonstrate again the weakness of the Administration on matters affecting minorities, and to refrain from signing. Thus the petition campaign would be further handicapped.

Footnotes

1. Rule XXIV, Sec. 7, HR p. 425
2. H.R. 2232 (Permanent FEPC) is on the Union Calendar, but the Rules Committee has denied it clearance for floor action, and a petition is under way to discharge the Rules Committee so that it may be brought to the floor when the required 218 signatures are affixed.
3. CP p. 429
4. CP p. 432. Bills on the Union Calendar must be considered by the Committee of the Whole, in which the whole House sits as a committee on a bill and debates and amends it as it wishes. Committee of the Whole action, however, is not final. When it finishes with the bill, the Committee resumes its character as the House, and the House receives for final action the bill as amended by the Committee of the Whole. The bill and any amendments made in the Committee of the Whole are now subject to further amendment and discussion until the previous question is called and the vote taken on the bill. (HR pp. 137, 471; CP pp. 96, 97). A report from the Committee of the Whole may not be received in the House in the absence of a quorum. (HR p. 137)
5. CP p. 433
6. CP p. 142
7. CP p. 430
8. CP p. 430
9. CP p. 430
10. Rule IX, HR p. 300
11. HR p. 135
12. HR p. 137
13. HR p. 426
14. HR p. 428

1951

ASA PHILIP RANDOLPH

SUBJECT FILE

FAIR EMPLOYMENT PRACTICE
COMMITTEE
History

[1951]

FACT SHEET FOR JUNE 25

First Anniversary of Korean War

Tenth Anniversary of Wartime FEPC

June 25th, the first anniversary of the Korean War, is also the tenth birthday of presidential Executive Order 8802. This directive established a Federal Fair Employment Practices Committee to insure maximum use of manpower on the home front regardless of race, creed or national origin.

Today, with American arms and men again committed in many parts of the world, all-out production is once again the key to survival. And this time, too, manpower shortages threaten to impede our defense efforts. In commenting on these aspects of the Korean problem, the following information may be helpful.

WHY FEPC WAS A NATIONAL NECESSITY IN 1941

A. The Nation Was Faced With a Manpower Emergency

1. In June, 1941, when the German blitzkrieg had conquered most of Europe and England stood alone against the hordes of tyranny, America was desperately tooling up to arm the entire free world.

2. In this crisis, when every pair of hands meant an extra gun or another vessel for democracy, a Social Security Board survey of American manpower announced to a startled nation that discriminatory hiring habits barred millions of Americans from the factories and shipyards.

3. Negro workers were mostly on farms, in domestic service or in unskilled jobs. The percentage of Negroes in manufacturing was lower than it had been 30 years before.

4. One and a half million Mexican-Americans were being similarly wasted as unskilled laborers.

5. Summing up this critical manpower situation, President Roosevelt wrote: "No nation combatting the increasing threat of totalitarianism can afford arbitrarily to exclude huge segments of its population from its defense industries. Even more important is it for us to strengthen our unity and morale by refuting at home the very theories which we are fighting abroad."

HOW DID WARTIME FEPC MEET THIS CHALLENGE?

A. What Executive Order 8802 Provided:

1. It ordered that "there shall be no discrimination in the employment of workers in defense industries or government because of race, creed, color or national origin."

2. It established a Committee "to receive and investigate complaints of discrimination in violation of the provisions of this order and...take appropriate steps to redress grievances which it finds to be valid."

B. How 8802 Was Expanded:

1. At first the Committee was handicapped by a tiny staff and a microscopic budget. But in 1943, a second Executive Order, 9346, established FEPC as an independent agency under the President with a full-time salaried chairman and six other members. Monsignor Francis J. Haas, formerly Dean of the School of Social Sciences at Catholic University, now Bishop of Grand Rapids, was appointed chairman and director. To serve with him as unpaid members of the body President Roosevelt appointed John Brophy (Director of Industrial Union Councils, CIO), Samuel Zemurray (President, American Fruit Company), P. B. Young (Publisher, Norfolk Journal and Guide), Sara E. Southall (International Harvester Corporation), Boris Shishkin (Economist, AFL), and Milton P. Webster (Vice President, Brotherhood of Sleeping Car Porters). Mr. Young was later succeeded by Attorney Charles H. Houston, Monsignor Haas by Malcolm Ross, and Mr. Zemurray by Charles H. Horn of Federal Cartridge Corporation. The staff was enlarged, and nine regional offices opened. Executive Order 9346 also directed that:

a. All government contracts include a clause prohibiting the contractor from discriminating against any employee or applicant.

b. All government-supervised vocational training programs be conducted without discrimination.

c. The FEP Committee be empowered to receive and investigate complaints of discrimination, conduct hearings, make findings of fact, and take appropriate steps to eliminate such discrimination, including the authority to "promulgate such rules and regulations necessary to carry out the provisions of the order."

HOW EFFECTIVE WAS WARTIME FEPC?

A. FEPC Played An Important Role in Helping Win the War

1. By November, 1944, there were 107,000 non-white workers in aircraft, 182,000 in shipbuilding and 142,000 in ordinance.

2. 10,000 Mexican-Americans were employed in California shipyards and 96,000 in the aircraft industry.

3. 300,000 Negro civilians had government jobs, most of them in army arsenals and navy shipyards.

B. FEPC Boosted Wartime Morale on the Production Front

1. During its five year life, FEPC settled nearly 5,000 cases by peaceful negotiation, including 40 strikes and threatened strikes over racial differences. In its two most active years, FEPC closed 250 cases per month, 100 of these as satisfactorily adjusted.

2. In its final report, FEPC stated these important conclusions:

a. Employers and workers abandoned discrimination in most cases where government intervened.

b. Once the barriers were down, the workers of varying races and religions worked together efficiently and learned to accept each other without rancor.

c. Nazi efforts to destroy our war production efficiency by setting race against race, and creed against creed failed miserably.

d. National morale and unity, the faith of millions of Americans in the democratic ideal were revitalized.

WHY A NEW EXECUTIVE ORDER TO ESTABLISH A FEDERAL FEPC IS NEEDED TODAY

A. The efficient utilization of manpower resources is imperative for our national defense.

1. Dr. Frank P. Graham, defense manpower administrator, said on May 13, 1951 that 8,500,000 workers will be needed by autumn in defense industries, compared with 3,300,000 now in defense plants. The needed 5,200,000 will be obtained, Dr. Graham said, in part by fuller utilization of the potential labor force.

a. The office of Defense Mobilization had earlier urged employers, among other things, to modify job specifications "to eliminate underutilization of persons with needed skills, particularly among minority groups.

2. In his report to the President on April 1, 1951, Charles E. Wilson, Director of Defense Mobilization, declared:

a. "We must utilize our work force at their highest skills and capacities."

b. "If we are wasteful of our resources, manpower deficiencies could become the limiting factor in production and in military strength."

B. When Wartime FEPC Lapsed Many Discriminatory Practices Were Revived

1. In its letter of resignation, the FEP Committee on June 28, 1946 declared: "The wartime gains of Negro, Mexican-American and Jewish workers are being dissipated through an unchecked revival of discriminatory practices."

C. Currently, discrimination in employment again is barring willing and able workers from making their needed contribution. For example:

1. Harry C. Markle, Executive Director of the Michigan Unemployment Compensation Commission, testifying April 18, 1951 before a committee of the Michigan House of Representatives, stated that

a. Discriminatory specifications often make it impossible for the public employment service to fill job openings. During fiscal 1948, the service received 22,719 orders including written specifications barring applicants of certain racial, religious and nationality groups.

b. In March, 1951, most employers serviced by seven major employment offices in the Detroit area demanded white workers only; while reporting a critical need for workers, they refused to accept referrals of non-whites. In a number of categories, the employment service had in its files more than enough qualified non-white applicants to fill the job openings which went unfilled because of discrimination.

c. In a review of 2265 job orders received by three employment service offices, it was found that 55 per cent were closed to non-whites by written specifications. Most of the others said whites were "preferred."

2. The Fourth Report of the Illinois Interracial Commission found at the end of 1950 that

a. At least one-third of the business and industrial firms of the state employed no Negroes.

b. High school and college placement officers reported that one-third of the requests for graduates to take jobs stated racial specifications, about one-seventh stated religious restrictions and about one-twelfth had nationality specifications.

c. The Illinois State Employment Service found that 45 percent of the job openings received by its Chicago offices and 30 percent of those received by its East St. Louis offices specified white only.

3. The Nebraska Legislative Council's Committee on Unfair Employment Practices reported in September 1950 "that discrimination does exist in Nebraska, that this discrimination amounts to unfair employment practices, and that every effort to eliminate such discrimination should be made by legislative enactment."

4. Governor Luther W. Youngdahl, in his inaugural address on January 3, 1951, called for an FEP law stating: "Right here in Minnesota jobs are still being denied our fellow citizens, not because of incompetence, but because the door of opportunity is slammed in their faces by reason of racial and religious prejudice."

D. A Federal FEPC Would Undercut Communist Propaganda Efforts

1. In other countries, Communist propaganda points to discrimination here to support the Red contention that our democracy is a sham. FEPC would deprive our enemies of this invaluable weapon and help maintain the allegiance of the world's immense colored population.

2. The Communists, like the Nazis before them, hope to sow dissensions among Americans of different races, creeds and ancestries by magnifying legitimate grievances. FEPC would block these efforts now just as it did in World War II.

E. A Federal FEPC World Boost Military Morale, Reduce Labor Strife

1. Men fighting or serving in distant parts of the world are learning that all are expected to make equal sacrifices. Minority members of the armed forces will make these sacrifices more willingly if they know that equality of opportunity at home parallels equality of sacrifice on the fighting fronts.

2. During WorldWar II, FEPC was credited with holding interracial friction in industry to a minimum. During 18 months of 1943-44, strikes over racial issues cost a low 1.7 per cent of the total man-days lost through all strikes.

EFFORTS TO OBTAIN FEPC BY EXECUTIVE ORDER

A. Chronology

1. July 16, 1951 - Natural Council for a Permanent FEPC wired the President urging that he "issue an Executive Order similar to President Roosevelt's 8802...as an integral factor in the mobilization of manpower...against North Korean aggression."

2. August 10, 1951 - A committee of the National Council, comprising respresentatives of the Americans for Democratic Action, American Federation of Labor, American Council on Human Rights, Catholic Interracial Councils, Congress of Industrial Organizations, National Association for the Advancement of Colored People, National Council of Churches of Christ in America, and the various Jewish organizations affiliated with the National Community Relations Advisory Council, conferred with Mr. Stuart Symington, Chairman of the National Security Resources Board, and Secretary of Labor Maurice Tobin. Mr. Symington and Secretary Tobin were agreed that the critical situation confronting the Nation demanded the maximum utilization of our manpower resources.

3. September-December, 1951 - A series of conferences were held during the next several weeks with Undersecretary Galvin and other officials in the Labor Department at which the provisions essential to an effective Executive Order were discussed. Following these meetings, the text of an appropriate Order was drafted in the Labor Department and referred to the Bureau of the Budget with the following observation by Secretary Tobin: "For some time to come the Federal Government will be spending billions of dollars for defense purposes. It is unthinkable that the Government should permit these funds to be expended without imposing on those favored with Government business the obligation to refrain from discriminatory employment practices and without providing effective means of enforcing such an obligation."

4. December 14, 1951 - Telegram appeal to the President that he include an FEPC Executive Order in his declaration of national emergency, then anticipated. The telegram pointed out that an effective FEPC would "increase productive capacity...strengthen morale and national unity...and demonstrate to the peoples of the world that in mobilizing for the defense of freedom we are applying those principles of human dignity and individual liberty which chiefly distinguish our Democracy from totalitarianism."

5. Febrary 6, 1951 - Meeting with Defense Mobilizer Charles E. Wilson.

6. March 23, 1951 - Telegram to President advised of "increasing apprehension throughout the country" over the delay in issuance of an FEPC order.

B. President's Stated Policy

1. President requested Congress to enact FEP legislation in his budget message on January 15, 1951.

2. In his memorandum on National Manpower Mobilization Policy, issued January 16, the President said that government controls would be used "to the extent needed" to enforce "full use of... minority groups."

3. Executive Order 10210, issued February 2, called for inclusion of non-discrimination clause in all government contracts (but created no compliance machinery).

JUN 7 1951

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FACT SHEET FOR JUNE 25

First Anniversary of Korean War

Tenth Anniversary of Wartime FEPC

June 25th, the first anniversary of the Korean War, is also the tenth birthday of presidential Executive Order 8802. This directive established a Federal Fair Employment Practice Committee to insure maximum use of manpower on the home front regardless of race, creed or national origin.

Today, with American arms and men again committed in many parts of the world, all-out production is once again the key to survival. And this time, too, manpower shortages threaten to impede our defense efforts. In commenting on these aspects of the Korean problem, the following information may be helpful.

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②

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See Ⓐ

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1. In its letter of resignation, the FEP Committee on June 28, 1946, declared: "The wartime gains of Negro, Mexican-American and Jewish workers are being dissipated through an unchecked revival of discriminatory practices." ~~As evidence, the Committee cited the following:~~

See Ⓒ

~~a. From July, 1945 to April, 1947, unemployment among white workers increased by 1½ times, while it tripled among non-whites.~~

~~b. Help-wanted columns in eight major cities showed an increase of 199% in discriminatory ads between 1945 and 1946, despite a sharp decline in the total number of ads.~~

~~c. Reports from many cities showed that minority group workers were losing their wartime jobs and were being discharged in disproportionate numbers during the reconversion period.~~

~~B. An Executive Order Is Needed To Insure Best Use Of Our Skilled Manpower~~

~~1. Thousands of highly skilled workers are unable to contribute their maximum talents to the defense effort because of discrimination.~~

~~2. Growing manpower shortages necessitate the most efficient allocation of our skilled resources. Discrimination prevents such an allocation.~~

~~C. Discrimination Is A Drain On the National Pocketbook~~

~~1. "The real cost of discrimination to our country can be shockingly expressed in dollars and cents terms. We recently found that the average annual income of the Negro family is $1,043.00. The average income for whites is $3,062.00, or roughly three times that of Negroes. And, when the difference in income is multiplied by the number of Negro family units which could add to the productive wealth of the nation, we discovered the appalling loss of four billion dollars of money wealth annually because of discrimination against Negroes alone."*~~

~~2. All Americans pay, in higher taxes, for the slums, crime, disease and ignorance enforced upon large portions of our population by discrimination.~~

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* Elmo Roper

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ASA PHILIP RANDOLPH

SUBJECT FILE

FAIR EMPLOYMENT PRACTICE
COMMITTEE

Meetings

1943-51

M I N U T E S

EXECUTIVE COMMITTEE
NATIONAL COUNCIL FOR A PERMANENT FEPC
September 27, 1943

Time: 3:00 p.m.
Place: Office of A. Philip Randolph, 217 W. 125th St., N.Y.C.

PRESENT: A. Philip Randolph, John Hunton, Samuel Baron, Nathaniel Minkoff, Winifred Raushenbush. Also present: Ann Arnold Hedgeman, Hiram Elfenbein, Max Delson, Neil Scott, Alice Stark, Sec.

MEETING OPENED by Chairman Randolph with discussion of drafts re: FEPC bill by Cohen and Maslow as approved by the conference in Washington. Mr. Elfenbein discussed at some length the differences in both drafts. It was the general opinion that Mr. Randolph, on his next trip to Washington, could ask both Maslow and Cohen to go over their bills together in order to get up one final draft, with Mr. Randolph serving as "umpire" on incorporation of any additional points or items.

Mr. Randolph had planned to attend a conference in Washington but hadn't been able to make it. Mr. Dodson therefore arranged another meeting for Wednesday, Sept. 29th, at which time there would be discussed the best approaches to the Administration, namely, Vice-President Wallace, re:support of the National Council for a Permanent FEPC. Mr. Randolph had called Philip Murray at the suggestion of Brophy to see Vice-President Wallace and to get Sen. Lister Hill of Alabama to introduce the bill. Both Brophy and Father Haas had been very helpful with suggestions, one of them being to get Democratic and Republican Senators lined up for support as well as Representatives of the House of both parties. Randolph had called David Niles for a conference with Vice-President Wallace. Niles felt hopeful about results and promised cooperation. Malcolm Ross had also said he would cooperate. Randolph planned to see Joe Martin of the Minority Group about the bill.

MINUTES were read and ACCEPTED.

FINANCES: There was now $250 on hand for use by the National Council. Mr. McLaurin, acting treasurer, had $50; Sam Baron of the Textile Workers Union made the first payment of $100 on the $400 pledge; Mr. Randolph contributed the $100 he had pledged on behalf of the Brotherhood.

Budget: Discussion of techniques for raising money for budget of $25,000. Morris Milgram had reported by telephone that he was going to confer with Harold Oram, a professional fund-raiser. General feeling was that no professional should be used at the present time and no commitments whatsoever made in that direction. Any such conference should be for information only.

Techniques and plans: Mr. Minkoff suggested personal contacts wherever possible. He said he would contact the American Jewish Committee, the Jewish Labor Committee, the Jewish Coordinating Committee for financial and moral support.

TRADE UNION CONFERENCE: It was decided to send out a call to trade unions in New York to attend a conference to be held October 20th, 2:00 p.m., in the auditorium at Freedom House, 32 East 51st St. The call letter was to be signed by David Dubinsky and A. Philip Randolph. In the event Dubinsky agreed, the call would go out on I.L.G.W.U. stationery. The subjects for discussion at conference would be 1) Lynn-Levy cases, examples of discrimination im Army; 2) support for National Council for Permanent FEPC, to fight discrimination in socio-economic life.

Mrs. Stark was to draft letter and send to Dubinsky for o.k.

Resolutions asking support for National Council to be drafted by Mr. McLaurin for AFL and CIO Conventions. Mr. Delson would contact Walter Hart, Johnny Green, Monroe Sweetland to help get resolution introduced.

HONORARY CHAIRMEN: Mrs. Stark reported a letter had been sent to Wendell L. Willkie asking him to serve as one of the honorary chairmen. Mr. Randolph had asked William Agar to follow up on this, which he had agreed to do. No answer was expected until Mr. Willkie returned to New York, about the early part of October.

PERSONNEL: Winifred Raushenbush was asked for stand on position of one of the secretaries of permanent office to be set up in Washington. Said she felt she should stay on present job with Committee on Discrimination and would cooperate in every way possible.

Ann Arnold Hedgeman said she was definitely interested. Mr. Randolph asked Miss Raushenbush to tell the group something about the talents of Mrs. Hedgeman. Miss Raushenbush recommended her highly, saying she was an excellent executive, had good knowledge of educational program and office management. Mrs. Hedgeman had been holding a high-salaried position with the OCD which was now cutting its budget and Miss R. pointed out that even the top people of OCD were trying to maintain Mrs. Hedgeman.

Suggestions for personnel: Perhaps a good union person from Detroit, recommended by one of the big unions there. A young white man with some knowledge of law. Baron suggested any decision on personnel might wait on 1) funds; 2) union conference on Oct. 20th, with suggestions arising therefrom. Miss R. suggested that word be spread around re: person needed and applications might come in. Qualifications should be outlined. It was generally agreed that proper persons should be able to 1) do publicity 2) know something about Congress. No decisions of personnel made.

SPONSORS, EXECUTIVE COMMITTEE: Mrs. Stark was to send out letters of invitation to serve on Executive Committee. Sponsor list was to be gotten up, letter and descriptive leaflet drafted. Several present, including Miss R. and Mrs. Hedgeman were to give Mrs. Stark lists of names of prominent people.

ADJOURNMENT: Meeting adjourned at 4:30 p.m. Next meeting to be held Monday, Oct. 11th, 3:00 p.m. in office of Brotherhood. Mr. Baron was to be acting chairman in the absence of Mr. Randolph at AFL Convention.

Respectfully submitted,

Alice Stark

(Mrs.) Alice Stark, Sec. pro-tem
National Council for Permanent FEPC

BEST COPY AVAILABLE

DOCUMENT IS DAMAGED IN THE ORIGINAL

[illegible] by the case of Winfred Lynn. [illegible] that would [illegible] against Hitler. Mr. [illegible] the [illegible] action to end discrimination, and the support for organizations [illegible] unity. Mr. [illegible] then introduced A. Philip Randolph, who followed through on the discussion, but spoke more particularly into the cause of discrimination. He said that it was necessary to have genuine national unity in order to achieve the objectives for which the United Nations were fighting. This could only be done by eliminating discrimination based on race, creed, color or origin. A position on the fight for Alton Levy's freedom and reinstatement to position in army should be taken so that we may give new faith and courage not only to Alton Levy, but to all those who believe in democracy. Segregating a group of citizens within the Army represents ~~[illegible]~~ the Nazi conception which the fight against which is supposedly engagingall our forces today. Winfred Lynn was fighting that segregation by ~~[illegible]~~ [illegible] interpretation of Section 4-a of Selective Service Act, which forbids discrimination in induction on the basis of race, creed, color or national origin. [illegible] boards were inducting Negroes without regard to the sequential serial order, which [illegible] a violation of civil rights. Mr. Randolph urged the conference to go on record [illegible] fight to abolish discrimination within the Army, and in devising a program toward this end, we [illegible] that a Jimcrow army was not the proper instrument with which to bring democracy [illegible] Conferences such as this one were the sort of thing which impressed Washington, since it demonstrated that a large body of people were actively concerned with the issue. Mr. Randolph concluded by saying that those who were concerned with discrimination were troubled because they were concerned for democracy, and for the victory of the United Nations; in fighting the case of Alton Levy we were also fighting the cause of democracy that the fight abroad and at home could not be separated.

[illegible]

[illegible] work of the committee Mr. [illegible] Rabbi [illegible] and Morris Milgram that Pvt. Levy had been [illegible] quickly after an unjustified [illegible] because he had protested the treatment of Negroes and because he had an outstanding pacifist background, having formerly been an organizer for the [illegible]. Mr. Milgram concluded his talk with the suggestion that the conference, over the signatures of the signers of the call to the conference, namely, David Dubinsky, [illegible], A. Philip Randolph, send a wire to be sent to President Roosevelt immediately urging the President to free Alton Levy and restore him to rank. The following wire was unanimously approved by the conference:

[illegible]

Mrs. [illegible] F. [illegible], Chairman, Workers Defense League, then spoke briefly on the case of Pvt. Levy, pointing out that when a man simply becomes a soldier he does not lay aside his concern with democracy with his civilian clothing, nor his rights as a citizen of this country. "A man, because he has been an exponent of labor and labor's rights, and because he has dared to assert the solidarity of the human family without regard to [illegible], becomes a sufferer, yet we incarnate the very thing this fight is for. These things can not happen without undermining the common man's faith for the things we stand for in America itself. Daily, human [illegible] are being slapped and it is a [illegible] blow at America itself to have people believe that things like this can go along without an opportunity for justice. One of the glories of democracy is the privilege to protest where one thinks wrong lies. We believe an injustice has been done. The freedoms of our [illegible] are going to be defended by workers because they see so clearly what tyranny means, [illegible] they have experienced domestic tyranny so often."

[illegible] meetings. Mr. Dubinsky pointed out that [illegible] [illegible] at this time. He did not want it interpreted, he [illegible] [illegible] was any open division of groups, though grievances might [illegible] "We have been certainly [illegible] but and we have a right to suggest that a way [illegible] be provided the same." Mr. Dubinsky felt that a conference such as the one being held might serve the purpose of expressing opposition as well as a mass meeting. He pointed out that though a mass meeting had been suggested no one had volunteered to follow up on the work involved. He "If unions petition the President it will be as effective as a mass meeting. Money which would be spent in promoting a mass meeting could better be spent in publicity." He added that a mass meeting at a later date might be advisable when the atmosphere surrounding the whole issue were a little clearer, and that unless definite commitments were made of money, manpower, etc., for a mass meeting he regarded discussion or planning therefore rather futile.

Discussion on the MOTION followed. AMENDMENT TO MOTION: That a sub-committee [illegible] on the question of a mass meeting be appointed. AMENDMENT CARRIED, and the maker of the motion considered it as a substitute motion for action on mass meeting.

MOTION, Mr. Rudolph moved that conference go on record supporting the telegram to President Roosevelt, which should be left to a committee of three to work out. CARRIED.

The telegram follows: quote

Rabbi Goldstein spoke on discrimination in general. Pointed out that it was not a [illegible] problem, but that it extended everywhere, in every field - education, [illegible], [illegible] nationally. Discrimination must be considered as a large, social problem. One of the solutions lay in education of children, since prejudice was not an inherent, but a [illegible] cultivated quality. Legislation was such a form of education, and should be promoted. The decision of the United States Supreme Court, reversing itself in the case of outlawing the religion of a minority group, was one of the most significant decisions handed down [illegible] which they are to formulate and implement the bill of Senator [illegible] which currently provides a bill that would call for a permanent body to fight discrimination, such as would a permanent Fair Employment Practice Commission would be. This Committee should have the power, as the analysis of Gov. Dewey's Committee have noted, to go beyond our contracts and deal with the problem of prejudice and discrimination in all areas of our educational, economic and social life. [illegible] throughout the country would support such a program. "The clergy are concerned over what is happening because they realize that every case of prejudice, every case of discrimination is in itself a trial of democracy and a step in the direction of totalitarianism and fascism. ...this conference ought to undertake to support the program which is now outlined in a tentative bill to establish a permanent FEPC." Only by such means could we strengthen and maintain democracy at home.

Mr. Randolph then discussed the setup of the NATIONAL COUNCIL FOR A PERMANENT FEPC, of which he was co-chairman with Dr. Allan Knight Chalmers, of the Broadway Tabernacle Church, N.Y. He asked the secretary of the Council, Mrs. [illegible], to read the names of the Executive Committee of the Council, which were:

names of committee

He spoke of the objectives and the need of $25,000 for the first year's budget.

Mr. [illegible] was then took the floor to point out that not only was discrimination prevalent in the trade union movement, but [illegible] generally. Certainly some improvement had occurred during the war. The FEPC had made its contribution. But while the problem did not present itself so sharply now, it would be far more exaggerated after the war. He felt that [illegible] which were now being withheld would be unleashed after the war, and that this was the time to prepare protection and defense, in the form of such a committee as the FEPC.

[illegible] is as important a job for trade unions [illegible]

[illegible] While he realized that many delegates [illegible]

make definite pledges before reporting back to their respective boards, he [illegible]

persons who would be able to do so. The following pledges were made:

Mr. [illegible], for the ILGWU - $5,000

Mr. Randolph, for Brotherhood - 500

Mr. [illegible], for [illegible] 1000

[illegible], of the Jt. Bd. of Millinery Workers, pledged at least [illegible] of the amount pledged by the [illegible] ([illegible]).

amounts

Other representatives who could not then pledge definitely but pledged financial aid [illegible] Workers Council, [illegible] United [illegible] Trades, Workmen's Circle, American [illegible] of State, County and Municipal Employees, and others.

MOVED: In the name of this conference an appeal should be issued to all unions [illegible] their contribution for this fund. CARRIED UNANIMOUSLY.

MOVED: A committee be elected to issue the appeal and allocate the money, based on [illegible] goal for [illegible] - [illegible] for the budget of the National Council for a Permanent [illegible] [illegible] to be allocated for the work of the Alton Levy, Winfred Lynn cases. CARRIED

The following committee were elected by unanimous consent:

Trade Union Conference Com

[illegible], Chairman
[illegible], Treasurer
A. Philip Randolph, Secretary
[illegible]
[illegible]
[illegible]
[illegible] Richards
[illegible]
[illegible]

[illegible]

([illegible] : [illegible] the committee was to consist of only 9, A.F.)

[illegible]

Respectfully submitted,

(Mrs.) Aline Stark

RESOLUTION

We, in conference assembled this 20th day of October, 1943, do affirm:

WHEREAS: Those who had fought for the establishment of the Fair Employment Practice Committee and who were keenly aware of the limited powers and transiency of this war-time agency had long felt that it was necessary to give it a permanent legislative base; and

WHEREAS: It was for that purpose that a group of individuals representing more than 15 organizations met in Washington, D.C. September 13th and 14th in a Conference to Save the FEPC; and out of that conference grew the NATIONAL COUNCIL FOR A PERMANENT FEPC, with a minimum Executive Board appointed to set up the organization and control its functions; with Mr. A. Philip Randolph, President of the Brotherhood of Sleeping Car Porters, and Dr. Allan Knight Chalmers, of the Broadway Tabernacle Church, N.Y. as co-chairmen; a budget was drawn up, a constitution adopted and bills which would establish a Fair Employment Practice Act were discussed; and

WHEREAS: The objectives of the NATIONAL COUNCIL FOR A PERMANENT FEPC are:

(1) To promote in every possible way the establishment of equal opportunity for employment, to secure hiring with due regard to the already existing skills and experience of the applicant, equality of wages for the same work, and the full right of upgrading employees within industries regardless of race, creed, color or origin;

(2) To bring about the establishment of a permanent Federal Fair Employment Practice Committee;

(3) To carry on an educational campaign, nationally and locally, to further the Council's objectives; and

WHEREAS: These objectives are as simple and as clear-cut as the cause of democracy; and they are those for which every American, loving America and wishing to serve it fully, will fight with all his spirit and intelligence;

THEREFORE BE IT RESOLVED: That this body does in spirit and in fact support the NATIONAL COUNCIL FOR A PERMANENT FEPC; that it will support its work organizationally and financially.

[illegible] [illegible], Zimmerman, Patterson, Goldstein, Raushenbush also [illegible]

MINUTES of October 11th read and accepted.

UNION CONFERENCE REPORT by Mrs. Stark, who gave summary of minutes taken at conference. Brief summarization would also be included in follow-up appeal sent to all unions originally invited to conference. Complete minutes [illegible]. Copy sent to Dubinsky for approval, who sent it back without any comment, except that he didn't feel it necessary to send complete minutes to all delegates. Copy also sent Mr. Randolph.

BILL - Mrs. Stark reported thata final draft of bill was now available. Copies would be sent to all members of Executive Committee.

HONORARY CHAIRMEN: Thurman Dodsa informed office that Senators Wagner and Capper had accepted as honorary chairmen. Secretary sent letter of confirmation to the Senators.

PERSONNEL: Letters had been sent out to possible applicants, also to several individuals asking for suggestions. Some people had been called up and asked to send dossier to Miss Raushenbush.

LETTERHEAD - Two 2 letterhead was being set up, ~~[illegible]~~ one of which would list Executive Committee, and one, to be used in union appeal, to list Trade Union Conference Committee.

SPONSORSHIP OF BILL: Greater part of meeting taken up with consideration of securing propersponsorship of bill. Mrs. Stark reported that Mr. Randolph's secretary, Miss Alves, had informed her that Senator Taft had written of his willingness to sponsor the bill. It was generally felt that perhaps more sympathetic sponsorship could be found, such as ~~[illegible]~~ Senators Thomas, [illegible], LaFollette and others. Mrs. Stark was instructed to write Thurman Dodson asking for reasons he might have justifying Taft as sponsor.

MOTION: That no Congressman be specifically asked to sponsor the bill without the knowledge and consent of the Executive Committee. Seconded and CARRIED.

[illegible] as sponsorship of bill, [illegible]

[illegible] as that. That he see several people for suggestions of [illegible] sponsors of the bill, such as Ben Marsh, of People's Lobby; Paul [illegible], [illegible] Wilson, Isidore Lubin, Monsignor Haas (who could probably help arrange a meeting with David [illegible]), Mr. Ryan, and any others who might prove helpful.

RESULTS OF RECOMMENDATION: That appeal to trade unions be sent out after bill is introduced, if the period does not extend beyond two weeks. ACCEPTED.

NEXT MEETING OF EXECUTIVE COMMITTEE: [illegible] to be held when Mr. Stevens was ready with his report on situation in Washington.

C
O
P
Y

WINIFRED RAUSHENBUSH
Flatbrookville, N. J.

Jan. 10, 1944

Mr. A. Philip Randolph
Mr. B. F. McLaurin
N. Y. City

Dear Mr. Randolph and McLaurin;

I tried to phone Mac Saturday at ten as per our arrangement, but did not succeed in getting in touch with him.

If the arrangement about getting funds and having Mrs. Hedgeman and Mr. Allen run the Washington office goes through, I think it will be excellent.

The Comm. on Race Discrimination met Friday, Jan. 7, and gave the present status of the FEPC serious consideration. They felt it was the most important matter which they had on the docket at the moment. As you may remember they are planning to initiate a case in relation to the unions, in case the unions do not comply, and have $1,000 set aside for this purpose.

Would be good enough to report to the next meeting of the Executive Comm. as follows, or to have Mrs. Stark write them, in case they are not meeting soon, to the following effect.

That, the Committee on Race Discrimination offers the services of its lawyers to the National Council in respect to polishing off the Fair Employment Practice Act which the National Council proposes to introduce into Congress, especially since the Act has been specifically critized on two counts by the Committee and the Conference Against Race Discrimination, both of which are actively interested in assisting the National Council with its fight.

That, the Committee on Race Discrimination unanimously agreed to recommend to the National Council that it have no dealings at all with Senator Langer.

I am writing Miss Armes that the Executive Comm. has found other candidates for this position. In case funds are immediately available to start work, I think that the Executive Comm. will have made a good decision in respect to candidates - I say this only because I do not as yet know anything about Mr. Allen except what I have heard from Mr. Baron, but he certainly sounds like a very good person for the job. However, if they are not, I think the Comm. may regret not having secured Miss Armes, who has raised money frequently, starting with $250,000 in New England alone, and who thought $100,000 could easily be raised for this project.

Sincerely,

/s/ Winifred Raushenbush

P.S. I have sent a carbon of this letter to Rev. Chalmers.

NC-FEPC

Exec Comttee
file Nat'l
Council

MINUTES
Executive Committee
National Council for a Permanent FEPC

Time: 1:30 P.M., January 28, 1944
Place: Central Y.W.C.A., 610 Lexington Avenue, New York City

PRESENT: A. Philip Randolph, Chairman; Samuel Baron, Allan Knight Chalmers, Thurman L. Dodson, Rabbi Sidney E. Goldstein, George K. Hunton, Jay Schieffelin, Charles S. Zimmerman. Also, Will Allen, B. F. McLaurin, Mrs. Alice Stark.

MINUTES of meeting of January 6th read. MOTION TO ACCEPT Seconded and CARRIED.

TOWN HALL MEETING: Report by Mr. McLaurin - Two 1/4 page ads had been placed in the AMSTERDAM NEWS and the NEW YORK AGE, with stories accompanying them. 25,000 leaflets, composing two slightly different setups, 10,000 tickets and 10,000 card programs for mailing had been printed. Five different organizations would mail out 5,000 pieces of literature re: the meeting. Tickets and leaflets had been distributed to many organizations and two men were volunteering services in evenings for distribution. General publicity was being taken care of by Mr. Allen, who had already worked out some material. A third ad was being placed in PEOPLE'S VOICE. Ads were not placed in NATION and NEW REPUBLIC due to lack of time. Organizations had indicated they would send greetings, including: Catholic, Interracial Council, Council for Democracy, Y.W.C.A., Union for Democratic Action, National Baptists Minister's Alliance, Textile Workers Union, and the Jewish Labor Committee.

Major speakers for the evening would include; Rev. John LaFarge, Roy Wilkins, Nathaniel Minkoff, Rep. Thomas E. Scanlon, Rep. W. A. Dawson, Sen. Langer, Rabbi Sidney E. Goldstein and Mrs. Anna Arnold Hedgeman. Rev. Allan Knight Chalmers would serve as Chairman. There would be a singer on the program as well. Mimeographed copies of the program would be sent out. Limited amount of time available for preparation for meetings necessitated large mailings, instead of perhaps use of more effective means, such as covering meetings, etc.

BILL: Had been introduced in House by Representatives Scanlon of Pa. (who considered it his project); Dawson of Illinois; LaFollette of Indiana; and Bender of Ohio. Representative Scanlon introduced it on January 17th and the Bill was HR 3986. The other numbers known were HR 4004 and HR 4005. Certain liberal Congressmen who had introduced much social legislation had not been asked to sponsor Bill, since it was felt they could not give time to support it actively, but would support it by vote. The Bill had been referred to the Labor Committee in the House, which was, on the whole, a favorable committee.

The following Senators had agreed to introduce the Bill in the Senate: Capper of Kansas; Gillette of Iowa; Ferguson of Michigan; Downey of Calif., Langer of N. Dakota. There was brief discussion on sponsorship of Sen. Langer and it was generally agreed that he should not be given spotlight. Other Senators who might be favorably inclined on this were Bridges of N. Hampshire; Wylie of Wisconsin, and Ball of Illinois.

Mr. Dodson continued the report by saying that a meeting planned for the following Monday with Senator Capper, Felix Cohen and himself could not be arranged since Congress had adjourned because of the death of a Senator. Senator Capper was going to call a meeting of all interested Senators indicated above to decide by whom and in what manner the Bill was to be introduced.

Strong approval of Executive Committee was expressed for the excellent report by Mr. McLaurin on work done.

REPORT by Will Allen, Had talked with Maslow on coordinating activities in Washington. Maslow suggested making a tentative feeler to see if Marcantonio would withdraw his bill in favor of the National Council Bill. Additional Congressmen, representing foreign language and minority groups, should be enlisted in support of Bill. Harold Young, political secretary of Secretary Wallace, indicated the interest of Secretary Wallace in this Bill. Apparently Mr. Young had contacted the minority Congressmen and said they had expressed interest.

Had arranged a press conference of Negro papers with Mr. Randolph, and wanted to arrange a press conference of a group which would include prominent Negro, Catholic, Jewish and trade union people. The names of Rev. J. LaFarge, Channing Tobias, Rabbi Sidney E. Goldstein, etc., were suggested.

MOTION that Mr. Randolph, Will Allen and Mr. McLaurin have the power to settle on individuals participating in press conference, as well as time and date for such. Seconded and SO ORDERED. The individuals would be notified of time and place. Mr. Zimmerman suggested using Mr. Dubinsky's office for such a conference and it was agreed that this would be good.

Arrangements to made to get statements of legislators backing the Bill.

PERSONNEL: The Chairman reported on the engagement of the two secretaries; Mrs. Anna Arnold Hedgeman and Will Allen, with engagement of office person not yet settled, though an applicant from the F.E.P.C. had been considered. Mr. Allen reported checking her references with Mr. Gaynor, who had recommended her highly.

ADMINISTRATIVE COMMITTEE: MOTION: That an Administrative Committee be appointed by the Chairman. Seconded and SO ORDERED. The following were appointed by the Chairman;

Sidney Hollander
B. F. McLaurin
Thurman L. Dodson
Father George Higgins
Samuel Baron

Mr. McLaurin was appointed as Chairman of the Committee. This Committee was to immediately consider the problem of division of responsibilities and functions of the two secretaries, determination of salaries, and general program recommendations. All decisions of this

Committee were to be subject to the final approval of the Executive Committee. It would act as a guiding and supervisory body of the Council in the interim of Executive Committee meetings.

WASHINGTON OFFICE; The former office of the Workers Defense League, at 1410 H Street, N. W., Was to be used as headquarters for the National Council until more suitable quarters could be found.

REPORT OF SECRETARY; Mrs. Stark reported on the following;
National Committee; More than 300 outstanding names of representative people from all sections and groups of the country had been secured, including Senators and Congressmen, and representing religion, labor, education, civic, minority groups and liberal organizations.

Financial status to date;

Balance on hand to date		$1,628.13	
PLEDGES DUE;			
B.S.C.P.	$1,500		
URW&DSEU	500		
ILGWU	2,500		
Textile Jt. Bd.	300	4,800.00	$6,428.13
Outstanding Bills (approx.)			725.00
Total Assets to Date			$5,703.13

Financial Report of Washington Conference, January 20-21;

Rec'd. but not deposited	$ 254.00	
Contribution & sale of liter.	173.20	$ 427.20
Paid out for expenses	$ 82.65	
	100.00	182.65
Total balance		$ 244.55

Letters to Congress; Two letters were going out to Congress- (1) a copy of the Conference Statement adopted at the Washington Conference; (2) a copy of the letter addressed to the President and signed by outstanding members of the clergy, representing the three major faiths - Jewish, Protestant, Catholic.

Mailings; Two mailings were under way; report of work to the National Committee; fund appeal to all trade unions, nation-wide.

Literature; Some gaps in the lack of literature had been filled;- (a) a folder had been printed (copy attached); (b) reprints of articles on F.E.P.C. had been secured (GREEN LIGHT FOR THE FEPC, Winifred Raushenbush, Dec. 1943, SURVEY GRAPHIC; CATHOLICS AND THE FEPC CASE, Rev. George Higgins, Jan. 1944, CATHOLIC ACTION); (c) TIMES reprints of B.S.C.P. ad on Railroad Hearings; (d) mimeographed copies of summary of Railroad Hearings.

Committee on Discrimination of A.C.L.U. - Mrs. Stark reported that she had been invited to submit a prepared program of action for the organizations comprising the Conference on Discrimination of the A.C.L.U., made up of representatives of about 27 national organizations. Mr. Becker, of the Council Against Intolerance, and Mr. McLaurin had worked on these with her and copies of such a program would be distributed to all members present at a meeting scheduled for February 1st, at which time, too, Mr. McLaurin would discuss the Bill, the difference between the Council Bill and the Marcantonio Bill and give general report of the progress made. The Secretary read the Activity Program to the Committee and general expression of approval was given.

General sentiment of commendation was also given for report by Mrs. Stark.

GENERAL DISCUSSION on Bill and consideration of Marcantonio Bill: Rep. Marcantonio had written all members of Congress that there was no need for new Bill to be introduced. General consensus of opinion that no contact need necessarily be stablished with Rep. Marcantonio on this issue.

DISCUSSION ON GENERAL STRUCTURE: People interested in National Council could be listed as sponsors, who could be in touch with key groups in their own area. Funds could be gotten from organizations in community local work, perhaps. Regional Councils could be set up in various communities tocoordinate work in those areas.

LINCOLN PILGRIMAGE: It was suggested that such a pilgrimage could be held on the general theme of advancement of FEPC. The pilgrimage could be announced at the Town Hall meeting of February 7th. Perhaps a resolution could be introduced at this meeting supporting the National Council, and a resolution of support for the pilgrimage.

MOTION: That this suggestion of Rabbi Goldstein, with reference to the pilgrimage to the Lincoln Memorial be endorsed and that we introduce resolutions to that effect at the meeting of the 7th. Seconded and SO ORDERED.

Mr. McLaurin was instructed to contact Winifred Raushenbush and ask her to get in touch with Rabbi Goldstein concerning plans and details for pilgrimage. Dr. Chalmers, Wm. Jay Shieffelin and Mr. Hunton could work on delegations from New York. Because of transportation difficulties it was suggested that the mass support should come out of Washington.

COMMUNICATIONS: The Secretary read a letter received from Winifred Raushebush (attached). MOTION: That letter be received. Seconded and SO ORDERED.

ADJOURNMENT: Motion to adjourn at 3:30 P.M. Seconded and SO ORDERED.

Respectfully submitted,

Alice Stark, Secretary

NC-FEPC

REPORT
of
ADMINISTRATIVE COMMITTEE MEETING
February 10, 1944

Submitted by B. F. McLaurin, Chairman

Place: Office of Sam Baron
Time: 11:00 a.m.

SALARIES: IT WAS AGREED that the two secretaries, namely Mrs. Anna Arnold Hedgeman and Mr. Will Allen, be given salaries of $4500 each per year; and that an office worker be employed at a minimum slary of $2400 per year, and a maximum slary of $2500 per year.

OFFICE: IT WAS RECOMMENDED that the present location (1410 H St., N.W., Washington, D.C.) be used to establish immediate headquarters, and that suitable quarters be located as quickly as possible. A maximum rental of $60 per month WAS RECOMMENDED.

EQUIPMENT: It was suggested that trade unions be contacted in Washington for available furniture which might be loaned or rented. The Committee recognized the need of good working machinery.

RESPONSIBILITIES: The responsibility of the work was to be divided between the two secretaries: Mr. Allen to be given the title of NATIONAL PUBLIC RELATIONS DIRECTOR; Mrs. Hedgeman the title of NATIONAL EXECUTIVE SECRETARY.

DUTIES: National Executive Secretary:

1. Execute a nationwide mailing for funds
    (a) Order new stationery with the names of the National Committee listed on the back of the letterhead.

2. Organize local groups in major cities as far west as Milwaukee and as far south as Miami.

3. Be certain that contributors do not receive the same type of letter as new contacts.

4. See to it that meetings arranged in various localities be paid for by the local group. Staff members called to various communities should organize as much as possible in that area so that expenses of trip are justified. Advance notice of such itineraries should be given so that individuals and groups of the various areas may plan effectively to utilize the full time of the staff member, and to raise money covering expenses.

5. Frequent statements over the signatures of the Co-chairmen to be sent individuals and organizations expressing approval of actions taken in cooperation with National Council program.

DUTIES: National Executive Secretary (Cont'd)

6. The National Executive Secretary is responsible to the National Treasurer for the accounting of all receipts and expenditures.

   A revolving fund of $200 is to be deposited in Washington bank, preferably one with New York exchange.

   No checks made out to the Council may be cashed.

   A weekly statement of income is to be sent to the Chairman of the Administrative Committee. A complete financial statement is to be issued once a month.

National Publicity Director:

1. General: All important publicity matters must be submitted to the two secretaries for review and suggestions. When the two executives can not agree the Administrative Committee must be called upon for final decision.

2. Get radio time for Congressmen and Senators who are willing to help publicize our program. Secure any radio time possible for members of the National Committee.

3. Follow through on the introduction of the Bill and get as much Washington support as possible.

   (a) Contact Father MacGowan and ask him to arrange an appointment with Msgr. Fulton Sheean. Explain to him that the National Council for a Permanent FEPC is free of communists and has fought to keep them out of the program. Ask him what help he can give toward the furtherance of the work of the National Council.

4. Contact (a) Mr. Porter of the United Automobile Workers Union for methods of approach to that union for contributions; (b) Contact Mr. James Carey for information about Steelworkers and CIO affiliates; (c) Contacts with AFL unions gotten through Mr. Randolph.

5. Secure a prominent lawyer as Chairman and help build around him a committee of lawyers, such a group to be called the National Lawyers Committee, which can prepare statements for hearings on the bill. This Committee might also be willing to prepare a brief on the constitutionality of the bill. Two of the names suggested as prominent lawyers to be approached for the position of chairman were Morris L. Ernst or Henry Epstein.

6. Organize a committee for lobbying as the situation necessitates, with special emphasis on a month when groups throughout the country can be called upon to send delegations.

NC-FEPC

NATIONAL COUNCIL FOR A PERMANENT FEPC

Minutes March 10, 1944

Present were: Mr. Thurman L. Dodson, Presiding
Mr. Allen
Mrs. Johnson
Rev. George O. Higgins
Mrs. Hedgeman
Mr. Hollander
Miss Cassidy

Letters of application were read from the three people applying for the position of Office Manager. Later in the meeting the decision was to be made as to whom would be hired.

Mr. Dodson opened the meeting by telling of the Executive meeting held earlier in the week in New York. Mr. Allen was then called upon to give a report of his activities.

Mr. Allen pointed out the difficulties in arranging for the Bill to be introduced in Congress. He said that it would be submitted as soon as possible. The four who are to sponsor the Bill are Senators Chavis, Thomas, Bridges, and Capper. Due to Senator Chavis' absence from Washington, the Bill has been held up. It will be submitted immediately on his return—the 20th.

Mr. Dodson wanted to know whether these Senators had definitely promised to sponsor the Bill or just support it. Mr. Allen said they had definitely agreed to sponsor.

Mrs. Johnson said that she had an opportunity of talking to the secretaries of all these Senators and they were not of the opinion that the Senators were to sponsor the Bill—merely to support it.

Mr. Dodson suggested that this be checked and cleared up and that the Bill be pushed forward without Chavis.

Mr. Allen said that it was not up to us to suggest a delay, but that it had passed out of our hands into the hands of the Senators. He thought that too much push might jeopardize the Bill.

Father Higgins suggested that Mr. Allen be allowed to decide on the action to be taken.

Mr. Allen said that it would only be a matter of a few days after Chavez' return before the Bill was introduced and Senator Chavez would be the floor leader.

Mr. Dobson thought that in view of Mrs. Johnson's statement the Senators should be checked to see if they were still willing.

Mr. Hollander suggested that Mr. Allen see them again, just casually, and bring the matter to their attention.

Mr. Allen thought that was very sound and said he would do so.

Mrs. Johnson thought it would be wise to have more than just four sponsors.

Mr. Allen in the beginning thought that a good plan, but said the first Executive meeting had suggested only two sponsors.

Mr. Dobson objected. Said that the early plan was for many more sponsors.

Mrs. Johnson thought we should have six or eight possibilities in case some of those we were planning on failed at the last minute.

Mr. Allen said that there were possibilities, but that these four would sponsor the Bill.

Mr. Hollander said if we were very sure about these four he thought it might be well to let it stand.

Mr. Allen said that the most difficult time would be had in the House. Also the fact that the Bill did not have the complete backing of the labor unions. Both unions--the AFL and CIO--were split on the Bill. He pointed out the fact that no formal plan of action could be made because we had no knowledge of when the favorable time would arise to push the Bill forward.

Mr. Hollander wanted to know if it was likely that the Bill would come up for debate before election. Thought there might be too many people who would like to postpone it.

Mr. Allen said that we were operating against two handicaps. The one Mr. Hollander mentioned and the fact that the FEPC was identified in the minds of most people as a purely Negro project. Said that new publicity was being directed to clear up this fallacy. He pointed out the fact that all of the minorities would benefit. Thought because of that Catholics and Jews should be more active.

Father Higgins said that Catholics should be more active, but doubted that they could be considered a minority group any longer.

Mr. Hollander brought out the fact that the present FEPC is in imminent danger. He wondered about the permanent FEPC.

Mr. Allen said that the present drive was based on the fact that we wanted the FEPC by legislation and not by executive order.

Mr. Hollander said that the Republicans were lining up with FEPC.

Mr. Allen thought that if the FEPC were hurt it might actually be a help for the Permanent Council, insofar as it might urge on those who wanted to postpone the Bill.

There is a present coalition of Republicans and southerners in Congress which is very bad. There should be a plank in the two platforms of the Democrats and the Republicans. The Republicans have already done this. The Negro Democrats have also added one in their recent caucus in Washington.

The need for circularizing the state delegations who are going to the national conventions was suggested. The FEPC has too long been identified with Negroes only. The figures on the number of racial cases were mentioned--10% of the cases were Jewish. There were also Mexicans and Catholics against whom discrimination is practiced. It was suggested that the foreign language group and Catholics should be further motivated.

Hearings on the FEPC budget are to be held next week. It was suggested by Mr. Allen that the organizations fight to save the present FEPC and that the National Council for a Permanent FEPC fight to make it permanent.

Labor is divided on the bill. The AFL membership—part of them want it and part of them don't. The railroad brotherhoods are particularly opposed. In the CIO all of them want a permanent FEPC bill, but part of them want the original Marcantonio bill.

If the bill had come up in the Labor Committee last Wednesday while both Scanlon and Kelly were away, the vote would have gone as follows: Norton, Lesinski, O'Konski, and Clark would have been for it. Scanlon and Kelly were away, but are for hearings. Burchill, Hartley, Landis, and Miller are questionable.

NATIONAL COUNCIL FOR A PERMANENT F. E. P. C.

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

217 W. 125th ST.—ROOM 301
NEW YORK 27, N. Y.
Telephone: MOnument 2-5082
Secretary: ALICE STARK

NC-FEPC

March 21, 1944

TO THE MEMBERS OF THE EXECUTIVE COMMITTEE:

There will be a luncheon meeting of this Committee on Wednesday, March 29th, in the Central Y.W.C.A., 610 Lexington Ave., N.Y.C., (53rd and Lexington), Room 1006, at 1:00 p.m.

The agenda will include decision on general policy to be followed by the staff of the National Council for a Permanent F.E.P.C.; consideration of the present situation faced by the FEPC re: Congressional appropriation; a report on progress to date and presentation of a financial statement.

May I urge that you attend so that our work will be facilitated and we will have the benefit of your guidance.

A. Philip Randolph

APR/as

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
SIDNEY HOLLANDER
GEORGE K. HUNTON
THOMASINA T. JOHNSON
NATHANIEL MINKOFF
REV. JAMES MYERS
MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

440

NEW YORK, N.Y.
APR 7
8-PM
1944

STATION Y

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.
1410 H Street, N. W.
Washington 5, D. C.

NEW YORK, N.Y.
APR 6
1:30 PM
1944

TIMES S[illegible]E
ST[illegible]

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.
1410 H Street, N. W.
Washington 5, D. C.

NEW YORK, N.Y.
APR 5
8-PM
1944

STATION Y

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.
1410 H Street, N. W.
Washington 5, D. C.

NEW YORK, N.Y.
APR 5
10:30 PM
1944

MADIS[illegible]ARE
S[illegible]

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.
1410 H Street, N. W.
Washington 5, D. C.

I will ✓ be present at the meeting of the Executive Committee on April 10th.

Signed Dorothy Norman

I will try to be present at the meeting of the Executive Committee on April 10th.

Signed N. M. Minkoff
218 W. 40 St. NYC

D.V.

I will ✓ be present at the meeting of the Executive Committee on April 10th.

Signed Wm Jay Schieffelin

I will not be present at the meeting of the Executive Committee on April 10th.

Signed James Myers

Mr. Myers is still ill

NEW YORK, N.Y.
APR 6
3:30 PM
1944

MADIS ARE

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.

1410 H Street, N. W.

Washington 5, D. C.

THIS SIDE OF CARD IS FOR ADDRESS

Natl. Council for a Permanent FEPC

1410 H Street, N. W.

Washington, D. C.

WASHINGTON, D.C. 12
APR 4
7:30 PM
1944

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.

1410 H Street, N. W.

Washington 5, D. C.

NEW YORK, N.Y.
APR 4
4-PM
1944

CHURCH T
AN

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.

1410 H Street, N. W.

Washington 5, D. C.

I will ___ be present at the meeting of the Executive Committee on April 10th.

Signed Joab L. G. Walter

I ~~will~~ / will not attend the meeting of the Executive Committee at 1:00 p. m. on Friday, July 7th.

____

NL-F5TC

I will not be present at the meeting of the Executive Committee on April 10th.

Signed John A Ryan

I will ___ be present at the meeting of the Executive Committee on April 10th.

Signed Geo K Hunton

NATIONAL ASSOCIATION OF
COLORED GRADUATE NURSES, INC.
1790 BROADWAY
NEW YORK CITY

NEW YORK N.Y.
APR 4
930PM
1944

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.

1410 H Street, N. W.

Washington 5, D. C.

WASHINGTON, D.C. 12
APR 5
7-PM
1944

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.

1410 H Street, N. W.

Washington 5, D. C.

NEW YORK N.Y.
APR 5
230PM
1944

STA

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.

1410 H Street, N. W.

Washington 5, D. C.

NEW YORK N.Y.
APR 5
5-PM
1944

ST

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.

1410 H Street, N. W.

Washington 5, D. C.

I will not be present at the meeting of the

Executive Committee on April 10th.

Signed

Mrs. Mabel K. Staupers is away on a field trip from the Office and will not be able to attend the meeting. Cynthia Bennett

---

I will try to be present at the meeting of the

Executive Committee on April 10th.

Signed Linnie E. Bassett

I have an equally important meeting at 1 which finishes at 3.30 - Another very important one begins at 4. If it will help

I will ___ be present at the meeting of the

Executive Committee on April 10th.

for me to come in between the two I'll do it. Sorry I can't be there throughout

Signed Allan Chalmers.

April 5,1944

I will ___ be present at the meeting of the

Executive Committee on April 10th.

Signed SIDNEY E.GOLDSTEIN

NC-FEPC

April 8, 1944

Mr. Randolph:

Here are some more replies with regard to the Executive Committee meeting of the National Council for a Permanent FEPC on Monday.

Sidney Wilkinson

NATIONAL COUNCIL FOR A PERMANENT F. E. P. C.

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

1410 H STREET N. W.
Washington, D. C.
Tel. Executive 6884

April 5, 1944

There will be a very important meeting of the Executive Committee at one-thirty p. m. on Monday, April 10th, at the Central Y. W. C. A., 610 Lexington Avenue, New York City (Room 1006).

A. Philip Randolph Allan Knight Chalmers

Anna Arnold Hedgeman
National Executive Secretary

AAH/SW

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
SIDNEY HOLLANDER
GEORGE K. HUNTON
THOMASINA T. JOHNSON
NATHANIEL MINKOFF
REV. JAMES MYERS
MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

440

NC-FEPC

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent F. E. P. C.
1410 H Street, N. W.
Washington 5, D. C.

I will ___ be present at the meeting of the Executive Committee on April 10th.

Signed ______________________________

RC-FEPC

[illegible] file on Permanent [illegible]

Seattle, Washington   May 14, 1944

Phyllis Wheatley Branch YWCA

Minutes of the meeting of the Local Council of the Fair Employment Practices Committee.

The meeting opened with Mr. A. Philip Randolph presiding and outlining the reason for meeting.

He explained that The Fair Employment Practices Committee exists under Executive Order 8802, and its life is only for six months after the duration of the war.

Local Councils of the FEPC are being established all over the United States to!

1. Urge Congress to support the existing FEPC under Executive Order 8802, with a budget of $500,000.
2. To work for the establishement of a permanent FEPC as necessary in the post-war world. Senators Wagner and Kappa will introduce the Scanlon-Dawson-LaFollette Bill in the Senate. It is felt that this being a presidential year, it is the ideal time to get the committee made permanent.
3. To raise money to finance the campaign for a permanent bill. The Garment Workers have already contributed $5,000, and the Sleeping Car Porters have contributed $5,000.

Miss Ann Hedgeman will inform us as to Seattle's quota, send literature, and keep us informed.

Mr. Randolph explained that the technique of the local council should be; sending telegrams to our Senators and Representatives, especially individual telegrams; interesting different races in active participation; and having co-Chairman, one white and one Negro. Mr. C. Laurence Dellums spoke very informatively.

Mr. Randolph then threw the meeting open to the election of temporary officers, and a temporary executive board.

It was moved, seconded, and unanimously carried that Deputy Prosecuting Attorney John E. Prim be elected chairman.

It was moved, seconded, and unanimously carried that although Mrs. Mary Farquharson was not present, she be selected as co-chairman by affirmation.

Likewise unanimously, Mrs. Jane Chandler Dover was elected secretary, and Miss Idell C. Vertner, treasurer.

It was moved, seconded, and carried that the temporary executive board consist of 7 members, and that by virtue of their office, the chairman, co-chairman, secretary, and treasurer be members of the board.

Reverend Fred Shorter, Mrs. Booth, and Mrs. Arlene Paiya were elected to the board by acclamation. Mrs. Corinne Wilson declined nomination.

It was moved, seconded, and carried that the local council meet in two weeks, on Sunday, May 28th, at the Phyllis Wheatley YWCA at 4 O'clock p.m.

Seattle, Washington May 14, 1944

List of those present at the first meeting of the Local Council of the Fair Employment Practices Committee.

	Mr. A. Philip Randolph	Mr. C. Laurence Dellums		
1.	Mrs. A. Fletcher Booth	2018-Jackson St.	(44)	Ea. 4734
2.	W. L. Booth	2018-Jackson St.	(44)	Ea. 4734
3.	Mrs. Bertha Campbell	1724-25th Ave.		Pr. 1811
4.	Mrs. W. Collins	2314-E-Olive		Ea. 8633
5. 6.	Mr. & Mrs. A. Burrell	1809-25th Ave.		Ea. [illegible]
7.	Emmy Lu Goertz	3859-15th NE		Me. 7450
8.	Mr. James A. Gayton	2711-E-Madison		Ea. 3344
9.	Mr. E. A. Hall	1728-25th Ave.		Pr. 1723
10.	Frances L. Herring	1516-37th N.	(2)	Ca. 5753 or El. 5153
11. 12.	Mr. & Mrs. L. Holmes	817-22nd Ave.	(22)	Pr. 2127
13. 14.	Mr. & Mrs. C. W. Jones	1811-25th Ave.		Ea. 3208
15.	Mrs. LeEtta S. King	1727-33rd Ave.		Ea. 1169
16.	Mrs. Link	1833-24th Ave.		—
17. 18.	Mr. & Mrs. Clarence McCullough	502-28th Ave.	(22)	Pr. 1558
19.	Mr. Philip McCullough	502-28th Ave.	(22)	Pr. 1558
20.	Mrs. T. O. Riley	618-20th Ave.	(22)	Pr. 8315
21.	Mr. Archibald Tudor	2026-E-Denny Way		
22.	Mrs. Corinne Wilson	618-20th Ave.	(22)	Pr. 8315
23.	Mr. A. F. Woods	2014-E-Cherry St.	(22)	Pr. 0964
24.	CHAIRMAN John E. Prim	222-21st Ave. N.		Ea. 0166) Ma. 5900)
25.	SECRETARY Jane Dover	712-22nd Ave.	(22)	Pr. 5199
26.	TREASURER Idell Vertner	102-21st Ave. N.		Ea. 6320
27.	BOARD-Rev. Fred W. Shorter	3208 Franklin Ave.	(2)	Ca. 0326
28.	Board-Mrs. Arlene Paiva	232-23rd Ave. No		Ea. 0607
	BOARD-Mrs. A. Fletch Booth	2018-Jackson	(44)	Ea. 4734

Seattle, Washington May 28, 1944

Phyllis Wheatley Branch YWCA

Minutes of the meeting of the Local Council of the Fair Employment Practices Committee.

The meeting was called to order by Chairman John E. Prim.

It was moved and seconded that the temporary officers and executive board be made permanent. The motion was lost.

It was moved, seconded and carried that the temporary officers and executive board function for two more months, and that the board be augmented by two members of each racial group not now represented on the board.

It was moved, seconded, and carried that the local council of FEPC, and all other organizations represented in the meeting send telegrams that evening to the Senators of the State of Washington requesting them to support the measure which had just passed the House, and is going before the Senate the coming week, appropriating $500,000 to the FEPC.

It was moved, seconded and carried that this organization accept money or pledges, at all meetings, to further the purposes of the organization.

It was moved, seconded, and carried that the body empower the Executive Board to make plans to raise funds, and that suggestions be made to the Board as to how to raise funds.

It was moved, seconded, and carried that no one be allowed to raise funds in the name of the FEPC, without the sanction of the Executive Board of The Local FEPC.

It was moved, seconded, and carried that the next meeting be held on June 11, 1944, at 4:00 p.m.

It was moved, seconded, and carried that the Democratic Central Committee, The Republican Central Committee, the various Unions, and as many other organizations as possible, not represented at the meeting, be contacted that evening and urged to send telegrams to all Pacific Coast Senators urging the support of the appropriations for FEPC.

The meeting was then adjourned.

Seattle, Washington May 28, 1944

List of those present who were not at the first meeting of the Local Council of the Fair Employment Practices Committee.

1.	Henry R. Griffin	1256-Washington St.		Ea. 1245
2.	Miss Dale Stone	1915-E-Pine	(22)	Ea. 1833
3.	Robert Blackwell	217-24th No.		Ca. 7057
4.	Miss Joyce Cooper	1238-17th No.	(2)	Ea. 2288
5.	Edw. E. Tarver	1502-27th Ave.		Pr. 4172
6.	E. I. Robinson			El. 9787) Ca. 4609)
7.	Mr. & Mrs.			
8.	W. E. Talbert	3836-Findlay St.	(8)	Ra. 2539
9.	Mrs. Joanna T. Baker	3836-Findlay St.	(8)	Ra. 2539
10.	Mrs. Carrie Duvall	620-21st Ave.	(22)	Ea. 2869
11.	Mrs. Geraldine Jones	2508-E-Howell		Ea 2185
12.	George Boloten	512-32nd Ave.		Pr. 1890
13.	Mr. & Mrs.			
14.	Joe Gluck			
15.	Mr. Sam Holesnberg	Seaboard Bldg.		
[illegible]	Donald H. Marsh	221-24th Ave. No.	(2)	
17.	Jack Johnson	230-23rd Ave. No.		Ca. 1791
18.	Mr. & Mrs.			
19.	E. R. Chaney			
20.	Miss Marjorie Winders	317-Harvard N.		Ca. 4917
21.	Representative Hurley			

Organizations Represented

Women's Auxiliary to The Brotherhood of Sleeping Car Porters-Mrs. Riley
The Northwest Enterprise - Editor E. I Robinson, Edward Talbert
The Northwest Herald - Mrs. Joanna Baker
Union For Democratic Action - George Boloten
PCY- Henry Griffin, Marjorie Winders
Register to Vote Committee - Edward Ralbert
Christian Friendliness-Mt. Zion Baptist Church-Mrs. Carrie Duvall
Delta Sigma Theta Sorority - Miss Joyce Cooper
Church of The People - Rev. Fred Shorter
The Elks - E. I. Robinson, Mr. Chaney
The Brotherhood of Sleeping Car Porters - E. I. Robinson

It was suggested that Rabbi Zuckerman of the Faculty of the University of Washington be contacted.

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
1410 H STREET, N. W., WASHINGTON 5, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

May 15, 1944

NC-FEPC

TO MEMBERS OF THE EXECUTIVE COMMITTEE:

There will be a meeting of this Committee on Thursday, May 25th, at the Central Y.W.C.A., 610 Lexington Ave., N. Y. C., between 52nd and 53rd St., at 1:30 P.M.

In view of the fact that the House Labor Committee at its meeting May 11th voted overwhelmingly for hearings on our bill, this will be an extremely important meeting.

Please make every effort to attend. The enclosed card is for your reply.

A. Philip Randolph
Co-Chairman

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
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MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

"...By setting White against (Colored) in the competition for jobs, a fatal handicap is raised in every effort to achieve adequate economic standing and a genuinely democratic existence for masses in the majority group." *

NC-FEPC
Los Angeles

1208 East 20th Street
Los Angeles 11, California
June 1, 1944

Dear Friend:

No doubt you are aware of the gains in vocational freedom which have come to racial and religious minorities through the President's Committee on Fair Employment Practice and the Executive Order which brought it into existence. Probably you also know that these gains have been made within the limitations of a very small budget and the precarious status of being neither a permanent nor a legislative committee.

Obviously the gains which were possible under emergency conditions of a critical shortage of manpower will be lost during the period of conversion to civilian production when thousands of laborers will be seeking jobs UNLESS THE PRINCIPLE AND PRACTICE OF NO PRACTICE OF NO DISCRIMINATION as exemplified by the F. E. P. C. IS GUARANTEED PERMANENCE through legislative action.

Mr. A. Philip Randolph, whose efforts are backed by the International Brotherhood of Sleeping Car Porters, the March on Washington Movement and others primarily responsible for the establishment of the F. E. P. C., is in Los Angeles. We feel it is urgent that we mobilize immediate support of the bill for a Permanent F. E. P. C. which is now before the Labor Committee of the House of Representatives.

The meeting for organization of our forces will be held Wednesday, June 7th, in Room 1007 of the California State Building on First Street between Broadway and Spring, at 7:30 p.m. We know you will be there; for this is an effort of major significance. By our maintenance of these gains, will a watching world judge whether we of the United States are moving backward of forward. We dare not fail!

See you Wednesday?

Erna P. Harris

Erna P. Harris
for the Provisional Committee

National Council

A. Philip Randolph
Rev. Allan Knight Chalmers
Sen. Arthur Cooper
Sen. Robert F. Wagner
Hon. John M. Coffee
Dr. W. E. B. DuBois
Fannie Hurst
Mayor Fiorello H. LaGuardia
James Waterman Wise
Judge Dorothy Kenyon
and others

Hon. Augustus Hawkins,
Assemblyman, 62nd District
Mrs. Anita Grant
Mrs. Beatrice Reeves
Oscar J. Soares
Miss Earlene Wright
Miss Erna P. Harris
William Pollard
Harry Armstrong

*Taken from Statement on Race Relations Crisis, signed by 317 Americans of all races.

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
1410 H STREET, N. W., WASHINGTON 5, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

June 30, 1944

TO MEMBERS OF THE EXECUTIVE COMMITTEE:

There will be a meeting of this Committee on Friday, July 7th, at the Central Y.M.C.A., 610 Lexington Ave., N.Y.C., between 52nd and 53rd St., at 1:00 p. m.

Urgent decisions must be made at once. We may have August hearings in both House and Senate. This is the most important meeting we have ever had.

Please make an extra effort to attend. The enclosed card is for your reply.

A. Philip Randolph

A. Philip Randolph
Co-Chairman

File in F.E.P.C.

EXECUTIVE COMMITTEE
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

NC-FEPC ~~Gen~~ Executive Comm

July 12, 1944

To Mrs. Staupers

From Eugenia Jones

Re Highlights of the meeting of the Executive Committee National Council for a Permanent F.E.P.C.

On Report (June 30, 1944)

- ---Suggestion made to Mrs. Norton that hearings be short for Congressional session will be short
- ---Some method be worked out for improving the Bill and strengthening it
- ---Great need for more extensive Publicity and Public Relations to achieve the objective, the idea of a Permanent F.E.P.C.
  - - enlargement of use of editorials etc
  - - Forums of the Air - Town Hall - Chicago Round Table etc
- ---Suggestion made to contact research division of National Association of Manufacturers and U.S. Cleaners of Commerce which although in the opposition need to be contacted
- ---Suggestion made to attempt getting John D. Rockefeller to testify (perhaps through Federal Council of Churches) etc

On Senate and the Bill

Most of the Republican Senators denied even sponsoring the Bill (Senator Glass's office gave inestimable aid)

- ---Hearings will take place both in the House and the Senate in August
- ---On the Hearings - We will need "top" people from all over the country to testify at hearings preferably (Assn. Press suggestion) "staggered"
- ---Suggestion would be to get through the various Councils, persons suitably geared to stand up under the questioning period
- ---Suggestion on use of Congressmen to testify from "areas of tension" or big industrial areas
- ---Suggestion that other social legislation be scanned carefully (i.e. Wagner Labor Bill etc.) to see techniques used at hearings and that these patterns may be followed
- ---Suggestion made that A.F. of L. and C.I.O. be drawn in also to testify - Mr. Green and Mr. Cowan to be asked At all times make every effort to contact both sides of the labor movement

WASHINGTON, D.C. 13
AUG 2
9-PM
1944

THIS SIDE OF CARD IS FOR ADDRESS

Mr. A. Philip Randolph

217 West 125th Street

New York City 27

NC-FEPC

REMINDER

Meeting of Executive Committee of the National Council for a Permanent FEPC Monday, August 7th, one o'clock, Central YWCA, 600 Lexington Avenue, N. Y. C.

A. Philip Randolph

NC-FEPC

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
1410 H STREET, N.W., WASHINGTON 5, D. C.
TELEPHONE EXECUTIVE 6884

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REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

November 29, 1944

TO MEMBERS OF THE EXECUTIVE COMMITTEE:

There will be an important Executive Committee meeting to plan strategy for the next six weeks on Friday, December 8th, at the Central Y.W.C.A. 600 Lexington Avenue, N.Y.C. between 52nd and 53rd Street, at 1:00 p. m.

Please make an extra effort to attend. The enclosed card is for your reply.

A. Philip Randolph

A. Philip Randolph
Co-Chairman

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
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MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

THIS SIDE OF CARD IS FOR ADDRESS

Natl. Council for a Permanent FEPC

1410 H Street, N. W.

Wash. 5, D. C.

will
I be present at the Executive Committee
will not

luncheon meeting on Friday, December 8th, at 1 p. m.

at the YWCA, 600 Lexington Ave., N. Y. C.

NC-FEPC

For meeting Dec. 8-1944
at Y.W.C.A.
600 Lexington Av

AGENDA

EXECUTIVE COMMITTEE MEETING

NATIONAL COUNCIL FOR A PERMANENT FEPC   Dcember 8, 1944

Mrs. Anna A. Hedgeman - Over all political picture

Mrs. Beatrice Schalet - - Senate picture for new session

Miss Ida Fox - - House picture for new session

- - Capitol Transit hearings

Mrs. Dorothy Norman - - National finance report

Miss Sidney Wilkinson - - New Office

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
~~[illegible]~~
TELEPHONE EXECUTIVE 6884
930 F STREET, N. W., WASHINGTON 4, D. C.

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

NC-FEPC

December 30, 1944

TO MEMBERS OF THE EXECUTIVE COMMITTEE:

There will be an important Executive Committee meeting on Friday, January 5th, at the Central Y.W.C.A. 600 Lexington Avenue, N. Y. C. between 52nd and 53rd Street, at 1:00 p. m.

Please make an extra effort to attend.

A Philip Randolph
A. Philip Randolph
Co-Chairman

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

NC-FEPC
~~Gen~~ Executive Comm Meeting

EXECUTIVE COMMITTEE MEETING
January 5, 1945

Present: A. Philip Randolph, George L. Hunton, Chas. S. Zimmerman, B. F. McLaurin, Thurman L. Dodson, William Jay Schieffelin, Winifred Raushenbush, Morris Milgram for Mr. [illegible], Anna Arnold Hedgeman, Beatrice Schalet, Sidney Wilkinson.

The meeting was called to order by Mr. Randolph. For the benefit of those not present at the preceding meeting on December 5, 1944, Mrs. Hedgeman reviewed the situation concerning the lack of cooperation we have received from the President's Committee both with regard to our bill and the Capital Transit hearings set for January 15, 1945, in Washington. Mrs. Hedgeman's frank discussion of our difficulties with regard to Malcolm Ross in particular was motivated by concern for the passage of our bill and the fact that she and the staff felt it absolutely necessary for the Executive Committee to know of the unexpected handicaps under which we have had to work.

Discussion then centered around the various ways and means of getting pressure on Senator Taft to persuade him to support S. 101. His leadership position in the Senate is an important factor in getting Republican votes and support. A suggestion was made that we contact Mrs. Taft. Another suggestion was to have Ohio delegations come to Washington to see the Senator each day of the week beginning January 8th. Morris Milgram and Beatrice Schalet drafted and sent telegrams to key people immediately following the meeting. Delegations were instructed to meet at the National Council office—930 F Street—each morning. Some of the key people suggested in Ohio were Lawrence Paine Walker, Judge Perry Jackson, Mrs. Jane Hunter, Elizabeth Magee, and Olga Corey, daughter of Prof. Lewis Corey at Antioch College.

The question of renting one of the National Council's office rooms to Harry McAlpin, newspaper correspondent, was discussed. The extra rental would, of course, help greatly with expenses, but it was agreed that it would be inadvisable to rent space to a member of the press.

A motion was made and passed that a committee be appointed to consider the problem of fund raising in New York and to employ an extra staff member to handle the work. Several people were considered. Eleanor Taylor recommended Rebecca Hourwich and Ruth Lipper's name was also suggested. It was decided that a committee consisting of Mrs. [illegible], Mr. Zimmerman, Mr. McLaurin, and Mr. Milgram should meet the following day to discuss the idea further. The goal set was $100,000 per year.

A motion was made and passed that the following people be invited to serve on the Executive Committee at Mr. Randolph's invitation: Roy [illegible], Max Delson, Dr. Channing Tobias, Morris Milgram, and George [illegible].

A suggestion was made that a conference of cooperating organizations and local councils be held in Washington. The idea of having regional conferences in various communities on five successive week-ends was also proposed and this was considered best starting point.

There being no further business on hand the meeting was adjourned.

EXECUTIVE COMMITTEE MEETING
February 26, 1945

Present: A. Philip Randolph, William Jay Schieffelin, George K. Hunton, Mrs. Mabel Staupers, W. C. Handy, Miss Winifred Rauschenbusch, Rabbi Sidney E. Goldstein, H. A. Dawson, Noah Walter, Jr., B. F. McLaurin, Miss Phillips for Rev. James Myers, Mrs. Ruth E. Lipper, Mrs. Alice Stark, Mrs. Anna Arnold Hedgeman, Mrs. Beatrice Schalet, and Miss Sidney Wilkinson.

The meeting was called to order by Mr. Randolph. Approval was expressed by members of the Committee at the successful maneuver of getting the House Labor Committee to report out a composite bill—H.R. 2232—signed by most of the Labor Committee members. The next task is that of getting a rule from the House Rules Committee in order to get the bill to the floor. Mrs. Hedgeman reported that Mrs. Norton is eager to start a discharge petition immediately. This, of course, would require the signatures of 218 members of the House and would consume a lot of time. As matters now stand, we feel sure of six of the twelve members of the Rules Committee. Slaughter of Missouri and Bates of Kentucky were mentioned as possible candidates for the extra vote needed.

Mrs. Hedgeman also discussed the continued handicap of Will Maslow's manipulations on the Hill. At a recent meeting of the President's Committee staff and the staff of the National Council, Mr. Maslow again accused us of lack of cooperation. This was another case of misrepresentation, since Miss Fox clears all matters concerning the House situation with him, Mrs. Schalet reports on the Senate picture every few days, and both staffs have periodic meetings. At the same meeting Mr. Maslow reported that (without consulting us) he had seen Mrs. Norton and suggested that she call a meeting of himself, Mrs. Hedgeman, and representatives of the CIO and the NAACP. In pointing out that this was most unwise, Mrs. Hedgeman suggested that the meeting with Mrs. Norton should include representation of all of our coordinating organizations, plus our Republican and Democratic sponsors of the bill in the House. Again, Mrs. Hedgeman stressed the fact that, since legislation for a permanent FEPC is the sole concern of the National Council, it might be well for the President's Committee to give us the same kind of daily clearance which we gave them during their fight for the appropriation last spring. The outcome of this particular meeting was an appointment for Mrs. Hedgeman and Mr. Maslow to see Mrs. Norton and discuss the possibility of a meeting which would include coordinating organizations and sponsors.

At this point, Miss Rauschenbusch spoke up and said, while she had said nothing before when the difficulty with Mr. Maslow was discussed, she has known Mr. Maslow longer than she has known Mr. Ross, and wondered if we realized we were up against a double problem.

In view of the real situation involved, the suggestion was made that the matter be brought to the attention of the President's Committee membership. Mrs. Hedgeman pointed out that this had already been done to no avail. It was then suggested that a communication, signed by our Executive Committee, be sent to each member of the President's Committee, asking that these "individual efforts" on the Hill be stopped. Staff members should not be doing legislative work anyway, and the Committee is really responsible for their actions. A motion was made and passed that the letter be drafted, approved by Mrs. Hedgeman and staff, and held until a propitious moment for release to members.

Mrs. Schalet then announced that Senator Chavez had called hearings before the Subcommittee of the Senate Committee on Education and Labor, beginning March 12. Hearings will last three days. The matter of strong important witnesses was brought up for discussion. The name of Charles Evans Hughes was suggested in connection with the presentation of the legal analysis of the bill. Charles Tuttle was also suggested. Mr. Randolph was requested by all of the Committee members present to appear on behalf of BSCP and the National Council. Mr. Randolph and Mr. Schieffelin promised to work on Dubinsky to testify. R. J. Thomas (UAW) was also suggested. We want management well represented at these hearings. The Urban League was suggested as a source for businessmen. Watson of Sperry Gyroscope, Walter Hoving of Lord & Taylor were also mentioned. Mr. Schieffelin said he would contact Mr. Hoving. Other names suggested were Charles Berkeley (McLaurin to contact him), Sidney Hollander, and Leo Cherne (Mrs. Lipper to contact him).

Mrs. Hedgeman then reported on the delegations from Ohio and Minnesota, which had been in recently to see their Congressmen and Senators. These state delegations are most effective in "smoking out" the reactions of their representatives in Congress.

The question of the fillibuster when our bill hits the Senate floor was brought up. Mr. Randolph outlined a plan for bringing in delegations from the southern states during the fillibuster period, mentioning Tennessee, Georgia, North Carolina, and Louisiana, in particular. He also suggested the idea of bringing into Washington at the same time competent writers from all over the country to digest the fillibuster each day and present a statement in the papers in paid advertising space. They should aim to break the force of the fillibuster by exposing its undemocratic angle. High-powered cartoonists should work with them. This should be covered as war news on the home front. Names suggested were: William Shirer, Max Lerner, Allan Barth, Louis Stark, Bruce Bliven. Mr. Randolph also said it was imperative that the President come out against a fillibuster. He should call in the minority and majority leaders of both houses to discuss strategy and they, in turn, should see that Congress stays in session until late at night instead of adjourning at five o'clock each day.

Mrs. Hedgeman asked that the members of the Executive Committee hold in mind the possibility of coming to Washington on March 12, 13, or 14 to see the President and to appear at the Senate hearings. It is not always possible to know ahead of time how many people the President will see, so we would have to depend on the Executive Committee to help in the selection of those to be present. Rabbi Goldstein suggested Judge Proskauer to appear or Henry Epstein or Rabbi Wise.

All were in agreement that large crowds should attend the Senate hearings. Mr. McLaurin offered to lend us the list of people who testified at Albany. Other names were brought up in connection with testimony. Bishop Sheil of Chicago, Father Ford or Father LaFarge to get Archbishop Lucey. Mr. Randolph was to call Father LaFarge on this.

Sidney Wilkinson gave a financial report and stated that there was an approximate balance of $1,000 in the bank as of that day. It was agreed by the Committee that the National Council should engage another stenographer to help with the greatly increased office work.

Noah Walter then reported on the work of the committee organized in New York in January to raise $25,000 for the National Council. The office has a staff of three persons and a program to reach every segment of Harlem, Brooklyn, Queens, etc. They are sending out mailings to doctors, nurses, druggists, lawyers, teachers, saloon-keepers, etc., AFL, and CIO. Four definite projects are in the works: March 15—Mass meeting at Mt. Olivet Baptist Church, Mr. Randolph, guest speaker. March 16—Dance at Golden Gate Casino in Harlem, Congressman Powell, as speaker. March 18—A show at Small's Paradise Cabaret, sponsored by sororities and fraternities. March 20—Mass meeting in Brooklyn with Mr. Randolph as speaker. Expect to clear $3,000 to $5,000 on this. Mr. Walter's group is also working on Catholic and Jewish organizations to hold similar affairs in their communities. They have received a check of $100 from a saloon-keeper, and one for $250 from a building service union.

A report was asked for from the fund-raising group set up at last Executive Committee meeting. Mrs. Hedgeman explained that we were unable to pay someone $150.00 a week to do the job of raising money around the country, so it was decided to engage Alice Stark to work with Mrs. Lipper on a finance job in New York. However, in view of the fact that we need an additional person in the Washington office, the smallness of our budget, and the fact that the New York group is now organized and doing such a fine job of money-raising, Mrs. Hedgeman wondered whether it was advisable to continue Mrs. Stark's employment. There would be the additional expense of procuring office space and equipment, and, since we did not go ahead with an elaborate program and Mrs. Stark has already done the job of organizing a trade union conference (Feb. 20), would we be justified in spending the extra money?

Mrs. Stark reported that trade union conferences were very inexpensive and should net about $5,000 to $10,000 each. She planned to organize other conferences in cities in the East and though of dinners along similar lines. She would like to send out a mailing of about 15,000 letters to New Republic and PCA lists of last year's expirations. These would cost about 10¢ per person per mailing. Fund raisers usually estimate a 1% return on such mailings. She also suggested using a page ads at $112.50 in New Republic which has a circulation of 40,000. Mr. Walter's group is planning a mailing to Hollywood, which he suggested turning over to Mrs. Stark. Mrs. Stark also talked of having Duke Ellington for a Carnegie Hall performance, Dorothy Maynor, etc.

Mrs. Lipper, who has been working with Mrs. Stark, stated that she did not realize there was a New York group already formulated when she agreed to help Alice Stark with the money raising. She felt that Washington was the logical place from which to run a financial campaign, especially with regard to the local councils. Otherwise, there might be great duplication of effort. Some mailings might be continued from New York.

Mrs. Stark did not feel that fund raising had to be done from Washington. She was planning to send out general fund-raising directives to local councils. Mrs. Hedgeman made it quite plain that she would not wish Mrs. Stark to touch the local councils, since we are in close contact with them and a bad situation might develop.

It was the general feeling that Mrs. Hedgeman has all she can manage with the legislative work in Washington and should not be called upon to supervise fund raising in New York, which would be necessitated because Mrs. Stark is not close to the Washington scene. Mr. Randolph said the Finance Committee should work with Mrs. Lipper and Mrs. Stark. Mrs. Hedgeman pointed out that this would mean additional cost in terms of rent, salary, typewriters, supplies, etc., and we haven't the money for that, and also an additional person in Washington. The cost of the New York office was roughly estimated at $100 per week.

Mrs. Lipper then suggested referring the whole question to the original Finance Committee. A motion to this effect was moved, seconded, and passed.

Mrs. Hedgeman then asked to have put in the record our deep appreciation to Alice Stark for working with us and sitting through the long discussion of the matter.

Mrs. Stark was instructed to let us see copy and get estimates on mailing letters to the New Republic and FOR lists, using 2,000 names from one and 5,000 from the other instead of the entire lists. It was also moved and passed that we place ads in the New Republic and the Nation. Mrs. Stark was to work on copy and time of placement of ads and check with Mrs. Hedgeman on this.

There being no further business on hand the meeting was adjourned.

file

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE

~~[illegible]~~

TELEPHONE EXECUTIVE 8884
930 F STREET, N.W., WASHINGTON 4, D.C.

Honorary Chairmen
Senator Arthur Capper
Senator Robert F. Wagner

Co-Chairmen
Rev. Allan Knight Chalmers
A. Philip Randolph

Treasurer
William Jay Schieffelin

National Executive Secretary
Mrs. Anna Arnold Hedgeman

March 15, 1945

NC-FEPC
AAH-2

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City 27

Dear Mr. Randolph

At last the minutes of the last Executive Committee meeting are typed and enclosed is a copy for your file. I am sending a copy also to Dr. Chalmers, since he was unable tobe present.

Many thanks for the check from Durham. We are sending them a note of thanks and a receipt for their additional contribution.

It was such fun getting a glimpse of you on Tuesday and, though it sounds trite, your staff was awfully proud of you.

Cordially yours

Sidney

(Miss) Sidney Wilkinson
Assistant to Mrs. Hedgeman

P. S. The hearings closed with a bang yesterday. Both Tuesday and Wednesday were all day sessions.

EXECUTIVE COMMITTEE

Samuel Baron
Linna E. Bresette
George E. Brown
H. A. Dawson
Thurman L. Dodson
Rabbi Sidney E. Goldstein

Sidney Hollander
George K. Hunton
Mrs. Thomasina W. Johnson
Nathaniel Minkoff
Rev. James Myers

Mrs. Dorothy S. Norman
Winifred Raushenbush
Alex Rose
Rt. Rev. John A. Ryan, D.D.
Mrs. Mabel Staupers

Monroe Sweetland
Willard S. Townsend
Noah Walters
Max Zaritsky
Charles S. Zimmerman

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

NC-FEPC
A.A.H.

April 18, 1945

TO MEMBERS OF THE EXECUTIVE COMMITTEE:

Your National Council for a Permanent Fair Employment Practice Committee has been faced, as you well know, with a series of crises during the year. At this particular time we believe that we have come to the most difficult of our problems. We, therefore, are calling an Executive Committee meeting for Friday, April 27th, at the Central Y.M.C.A., 610 Lexington Ave., N. Y. C., Room 1006, at 1:00 p.m.

We need to discuss the political picture in considerable detail, as decisions which may have far reaching implications must be made quickly.

Please make a special effort to come to our aid at this time.

A. Philip Randolph
A. Philip Randolph
Allan Knight Chalmers
Allan Knight Chalmers
Co-Chairmen

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
W. C. HANDY
SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
NATHANIEL MINKOFF
REV. JAMES MYERS
MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

THIS SIDE OF CARD IS FOR ADDRESS

National Council for Permanent FEPC
930 F Street, N. W.
Washington, D. C.

will
I be present at the Executive Committee
will not

meeting on Friday, April 27, at 1:00 p.m., at the YWCA, 600 Lexington Avenue, New York City.

NC-FEPC
~~Com~~
Executive Com.

April 21, 1945

AGENDA

1. Discussion of status of bill in relation to change in President.
    - a. House Rules situation
    - b. Senate

2. Leadership delegation to -

    - a. President Truman
    - b. Robert Hannegan
    - c. George Killion
    - d. Sam O'Neil

3. Delegation to Republican leadership.

4. Publicity -

    - a. Reorder of present pamphlet
    - b. Stephens' booklet
    - c. Look reprints
    - d. Liveright material
    - e. General plan of publicity with special emphasis on magazine, radio, and film fields.

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
~~[illegible]~~
TELEPHONE EXECUTIVE 8884
930 F STREET, N.W., WASHINGTON 4, D.C.

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

National Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

June 20, 1945

TO MEMBERS OF THE EXECUTIVE COMMITTEE:

Mr. Randolph has just called from Chicago asking that the Executive Committee meetoon Saturday June 30th, at 1:00 at the Central Y.W.C.A., 610 Lexington Ave., Room 705, New York. This is the only day he will have in New York, and because of all of the present complications he is very eager to talk with the members of the committee. A number of important decisions must be made. We hope that yourwill find it possible to come.

We hope that by the time you receive this letter the crisis will be over and we can report to you the occurrences of the present fight. These are agony days for your staff and for all Americans who care about FEPC.

There will be no luncheon served because we could not secure a quiet spot. We would like to ask you to eat your lunch first, and meet us promptly at 1:00, or, eat your lunch after our meeting.

Cordially yours,
Anna Arnold Hedgeman
Anna Arnold Hedgeman
Executive Secretary

AH/mg
enc

EXECUTIVE COMMITTEE

SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN

SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
NATHANIEL MINKOFF
REV. JAMES MYERS

MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS

MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTERS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

NCFEPC [illegible] Executive Com

THIS SIDE OF CARD IS FOR ADDRESS

National Council for a Permanent FEPC
930 F St., N. W., Rm. 901
Washington 4, D. C.

will
I be present at the Executive Committee meeting
will not

held June 30th, 1945, at the Y.W.C.A. 610 Lexington Ave.,

New York, City,Rm. 705, at 1;00 o'clock.

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
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A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

7-c FEPC Gen

December 21, 1945

TO THE EXECUTIVE COMMITTEE MEMBERS OF THE NATIONAL COUNCIL FOR A PERMANENT FEPC

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 W. 125th St.,
New York 27, N. Y.

Dear Mr. Randolph,

I had hoped to call a meeting of the Executive Committee before this time but have been in constant demand for mass meetings on FEPC, in such far away spots as Wichita, Kansas; St. Louis, Mo; Kansas City, Mo; and Topeka, Kansas. In addition the flu germs have given me two serious battles, and I am not yet fully recovered.

Today on the floor of the Senate a group of Democratic and Republican Senators indicated that they will move to bring the FEPC bill up in the Senate as soon as it reconvenes. It is scheduled to reconvene on January 14. We need to mobilize all possible support for these senators so that the move will be successful. Will you, therefore, meet with us on what we consider our most urgent emergency meeting on January 3 at 1 pm at the Y.W.C.A., 610 Lexington Avenue, New York City.

I am personally deeply grateful for all the work you have done in our fight for American democracy during these past two years.

Gratefully yours,

A. Philip Randolph

A. Philip Randolph
Co-Chairman

APR;EH

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

Minutes of National Executive Board Meeting, New York City, January 3, 1948

Present: Mr. Randolph, Mrs. Hedgeman, Mrs. Schalet, Miss Fox, Mrs. Lipper, Mr. Milgrim
Mr. McLaurin, Mr. Zatkin, Mr. Hunton, Dr. Chalmers, Mrs. Hamman, Mr. Munger
(representing Mr. Zaritsky, Hat Workers), Miss Phillips (representing Mr.
Haynes, Federal Council of Churches), Mr. Dodson.

Mr. Randolph opened the meeting at 1 pm.

Mrs. Hedgeman reviewed the general situation. Following the instructions of the successful September conference of local councils, a publicity counsel had been engaged through Mr. Bernays (Mr. Zatkin); a field staff had been acquired. In addition to the Southern representative, who had been on staff for some time, there are now six more in the field: one in New England, one in the Eastern Seaboard, one on the West Coast, and three in the Midwest. These activities had made necessary the enlargement of the office staff to serve properly the enlarged organization. We now have a mailing list of approximately 10,000.

The financial situation is desperate. Mrs. Hedgeman submitted a report on behalf of Miss Wilkinson (attached) showing that we are short about $7,000 to meet obligations of the next week.

Politically, Mrs. Hedgeman reported, we appear to be on the threshold of action by both Senate and House. Her own experience had borne out the contention of Miss Fox since last Spring that the securing of enough petition signatures hinged on Republican Party official policy. At the November meeting of the Republican National Committee in Chicago, a motion by Perry Howard to support the petition was withdrawn, at the insistence of Chairman Brownell; a motion by Mr. Church to appoint a committee to consider the matter of Negro Party membership was defeated. There are indications, nevertheless, as Miss Fox will later report, of Republican activity on the petition after the recess.

In the Senate, Mrs. Schalet has done a good job of working with a group of Republicans who are trying to force action in the Senate. They opened their campaign on December 21. The entire staff did an excellent job of getting recognition of the Republican move, by important columns, radio commentators, etc. Miss Wilkinson, for example, was responsible for an excellent column by Lowell Mellett; Miss Taylor and Mrs. Hubner for interesting two radio commentators; Miss Fox for an editorial in the Washington Post; Mr. Zatkin for a series by Tom Stokes. Mrs. Hedgeman herself contacted the major Negro newspaper editors who promised editorials.

Mrs. Schalet reported on the Senate situation. Mr. Randolph and Mrs. Hedgeman had assisted in interesting a group of Republican Senators in a move to force Senate action. The group included Senators Morse, Ball, Smith, Knowland, Young, Aiken. Others had shown interest - Ferguson, Capehart, Hickenlooper. On December 21, Morse and Ball opened the campaign on the Senate floor. Senator Chavez interrupted to announce that he will move to bring the bill to the floor immediately after the recess. Although Chavez must have cleared before he made his statement, the whole situation can be characterized as just a little more than a nose under the tent.

We now face the problem of timing. Unless the motion can be made in the morning hour of the day following an adjournment, the motion itself is subject to filibuster, and the southerners have threatened to filibuster the motion,- which would mean two cloture votes required, one on the motion and one on the bill. There is little doubt that Senator Barkley will resist an effort to bring up the bill following an adjournment; few several months he has made it a practice to have the Senate recess every day instead of adjourn, thereby eliminating the morning hour.

Another problem is the matter of Administration program. Two important items are scheduled for early action: action on the FEPC vote and the Minimum Wage Bill. Absenteeism will be a problem beginning in March, and we are hoping for action in January and February. We do not as yet have commitments for the 2/3 vote required for cloture, but a good deal of that will depend on Party policy, both Republican and Democratic. If the Parties make it a matter of policy, cloture can be had.

Mrs. Hedgeman interposed that there has also been a new interest on the part of some Democratic Senators, and efforts will be made to channel them into the Senate fight. The New York members of the Board can be especially helpful by using their influence with Senators Wagner and Mead.

Mrs. Schalet reported that the Republican Senators had introduced a number of amendments as a part of their opening campaign. These amendments had been discussed with us and cleared by our legal committee, which advised us that we need raise no objections to them. One would raise the amount of persons covered from 6 to 25 (which would not lower the coverage appreciably but would help considerably by removing the small business man or farmer where personal and family relationships are involved and where the greatest opposition now originates). The other would insert the word "substantial evidence" (which will make little difference since the Supreme Court has interpreted the word "evidence" to mean "substantial evidence".) The third would substitute reference to the procedures of the Federal Trade Commission as a pattern, instead of the NLRB (a move which it is hoped will remove some of the objections based on antagonism to the NLRB as such.) A question has been raised on the third amendment which is now being reviewed by our legal committee.

Before calling upon Miss Fox for her report on the House, Mr. Randolph stated that, like Mrs. Hedgeman, he too had differed with the analysis of Miss Fox on the Republican petition situation, but that his own experience had demonstrated to his satisfaction that it was a matter of Party policy.

Miss Fox reported that pressure on the Republican Party leadership, in which the Negro Republicans working throughout the country with the Council had played a major part; plus a combination of other circumstances, had begun to take effect. On December 15, Mr. Martin told Miss Fox that as soon as possible after the House reconvenes enough Republicans will sign the petition to bring the bill to the floor of the House. He estimates this can be done by the end of February or early in March at the latest.

The circumstances that preceded this commitment are worthy of note. First, there had been the cumulative pressure of rank and file Republicans. Second, there had been an unfavorable reaction to the failure of the Republican National Committee Chicago meeting to take positive action on FEPC. Third, there had been the break of organized labor and the minorities with the President; for the first time since President Roosevelt was elected the Administration began to feel it no longer had the labor and minority vote in its pocket; and for the first time since then the Republicans began to feel perhaps there was a chance they could win at least the Negro and Jewish vote.

Fourth was the fact that on November 25 we had initiated our campaign for immediate Senate action. Every member of the House is up for reelection this year, and if the Republicans are to achieve their goal of control of the House, they will have to hold their own and capture about 50 seats from Democrats in urban areas who have signed.

It has been suggested that some in the Republican hierarchy would like to see FEPC follow the pattern of Anti-Lynch and Anti-Poll-Tax -- passage in the House, death in the Senate; and that they had been deliberately withholding their support for the petition until late enough to help in the House election but too late for passage in the Senate. Whether or not this is true, we will still have to push vigorously for action early in the year.

The introduction of the Senate amendments has helped in the House, where at least one Republican who has not signed has stated that these amendments make the bill acceptable to him, and if similar amendments are introduced in the House he will sign and get others to sign. We are now looking into the possibilities of this since there is no certainty that Mr. Martin can deliver on his commitment, and, at the least, such amendments would give the new signers an "out."

Mrs. Hedgeman stated that we must realize that we stand a good chance of losing in either the campaign to get the bill to both floors or to get it passed; and that it is essential that all Board members, through their contacts and organizations, help on cloture commitments and signatures.

Mr. Zatkin reported on the publicity program. The first few months are occupied in laying lines, the almost tedious work which is not perceptible. Now it is a matter of pulling the lines together and the results will soon be apparent. The concentration had been on the leading commentators, to whom the newspaper men look for guidance. Marquis Childs, for example, is now actively interested and preparing a column; Tom Stokes has done a good one. The staff did a good job on publicity for the Senate Republican move.

Most important, however, is the developing of the kind of activity the newspapers cannot ignore. One such activity is the January 23rd conference at which Stassen and Schwellenbach will be the main speakers. A liberal leader of each Party will espouse FEPC vigorously; the implication will be that if the old Parties do not follow through, there may emerge a Third Party. We are trying to show the leading commentators that this is a historic occasion; and if we convince them of that by their approach in their writings they will make it so. Then there will be a follow-up, and we hope this will help with theCongress.

On the filibuster, two things are under way. Colliers has accepted an article on the filibuster, due next week, which will appear in four weeks. Bolte of the American Veterans' Committee will arrange for a "dishonor guard" to picket Senators opposed to FEPC; time has been arranged on "We the People" to have two of the pickets call on veterans to help.

There was general discussion of the "dishonor guard" and it was agreed that Mr. Zatkin suggest to Mr. Bolte that it be limited to picketing only the Senators who actually take part in the filibuster against FEPC.

Mr. Zatkin reported the initiation of an international basketball competition between a Mexican team and Negro teams in the Colored Intercollegiate Athletic Association. The CIAA and the Mexican Embassy are quite enthusiastic about the idea. A trophy will be given to the winning team, and it is hoped that this will be the first of an annual series. Proceeds will go to the National Council.

Mrs. Norman asked if it might not be better to have another organization than the Council sponsor the competition. The Council for Fair Play was suggested. Mr. Hunton asked whether it would not be possible to have the American teams interracial. Mr. Zatkin thought that would not be possible the first year. Mr. Hunton suggested the trophy be called The Fair Play Trophy.

After further discussion, it was agreed that either an organization be set up or an existing one be asked to sponsor the competition. The following committee was appointed to make sponsorship arrangements: Mr. Schieffelin, Chairman, Mr. Milgrim, Mr. Zatkin. Mrs. Lipper will serve informally.

Mrs. H edgeman asked for suggestions on the January 28 leadership dinner. Stassen and Schwellenbach, the former a Republican Presidential candidate, the latter the Cabinet Member responsible for FEPC in behalf of the Administration, are to be the main speakers. The leadership of the country will be invited to the dinner, and to an afternoon session at which the Field Staff will report to the Washington Strategy Committee. It was agreed that no members of Congress should be asked to speak at the dinner, but that all, including Southerners, should be invited to come.

Mr. Randolph suggested discussion of finances. The situation is desperate. We do not have sufficient funds to meet the next payroll. Having spent some time in Washington, Mr. Randolph reported he was perfectly satisfied that there is no office in Washington that is doing such an effective job, and he was unwilling to see their operations curtailed. A mass meeting is planned for New York and one in Chicago; Mr. Durand is undertaking a money-making campaign. All of these will bring money in the next couple of months; but the immediate need must be met. The Brotherhood has lent the Council $3000 and Mr. Randolph suggested a loan be secured from the Amalgamated Bank of $ 10,000 to tide the Council over until the money-making events scheduled take place.

Mr. Milgrim made an appointment for 3:30 the next day with Mr. Nisselson, President of the Amalgamated, and the following committee was appointed to see him: Mr. Randolph, Mrs. Norman, Mr. Schieffelin, Mr. Munger, Mr. Hunton.

Mr. Schieffelin mentioned the importance of FEPC to organized labor and asked whether we could get financial support from the unions. Mr. Randolph reported that an appeal was going to all the New York Unions under the signature of himself, Mr. Dubinsky, and Mr. Quinn of the Central Labor Union. Mr. Zatkin reported that he had seen Mr. Dubinsky and he had agreed to send a letter to all his locals urging financial support of the Council. Mrs. Norman suggested that an attempt be made to involve Harry Hopkins.

Mr. Randolph asked for alternative plans if the committee does not get the loan from the Amalgamated. Mr. Munger stated that his observation had been that letters needed to be followed up by personal interviews, since the unions are swamped with written requests for support of worthy causes. He suggested that Mr. Randolph see Mr. Zaritsky about the possibility of appearing before the February meeting of the Board of the Hatters Union. He also suggested direct contact to local unions, as well as the international boards.

Mr. Randolph asked Mr. Munger if he would serve on a small committee to call upon local unions for funds. Mr. Munger agreed to serve. Mr. Randolph said he would serve, and involve Mr. McLaurin, Jim Quinn, Bill Collins and Charles Zimmerman.

Mr. Hunton said it would be unfortunate if any part of the fine program of the Washington office had to be curtailed. Mrs. Norman suggested a telegram to go to all who had contributed previously to the Council. Mrs. Norman suggested that an attempt be made to involve Harry Hopkins.

Mrs. Hedgeman reported that an appeal letter was now being mailed to the full mailing list of the council.

Mr. Schieffelin read a letter prepared for his signature announcing the establishment of the New York Council and asking for sponsors.

The meeting was adjourned at 5:15 pm.

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
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SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

NC-FEPC
AAH

January 11, 1946

Dear Board Member:

We are making every effort to keep the members of the Executive Committee fully informed. In the past we did not have enough stenographic service to make it possible to send out minutes. As we move toward early Senate action on the bill it seemed that we must strain a point to try to keep the committee fully informed; therefore you will find attached the minutes of our last meeting.

If you have suggestions or comments do feel free to send them to us.

I am sure you read the President's speech with great interest. We wrote him a letter at once and released it to the press. Attached is a copy.

The plans for the dinner at the Mayflower are developing nicely and we hope that you are saving the date and planning to come to Washington to spend as much time as possible with us. Our afternoon session, which will consist of reports from our field staff, begins at three o'clock and will be finished at five in order that people may be on time for the seven o'clock dinner.

We plan to send you a complete financial statement shortly.

Cordially yours,

Anna Arnold Hedgeman

(Mrs.) Anna Arnold Hedgeman
Executive Secretary

aah/lr

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

JAN 5 1945

Dear Mr. President,

We wish to express our deep appreciation for your inclusion of the Permanent Fair Employment Practice Legislation in your January third message to the Nation.

We want you to know that we too believe that "the American people are the most powerful pressure group in the world" and some weeks ago we asked the membership of our sixty-odd national collaborating organizations and of our 125 Local Councils throughout the country to do just what you have asked - to visit their Representatives and Senators during the congressional recess and to indicate their desire for immediate congressional enactment of the Permanent FEPC Bill. We are now requesting them, in the light of the urgency of your message, to redouble their efforts and to indicate to you that they are behind you in your desire to obtain such action.

You are probably aware that several Senators have publicly indicated that as soon as the Congress reconvenes they will bring S 101 to the floor of the Senate, where there is no Committee block to the Democratic process. May we express the hope that they will receive your active support?

N-FEPC
Gen

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
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SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

March 4, 1946

Dear Executive Committee Member:

There will be a very important luncheon meeting of the Executive Committee on Friday, March 8, at 1 p.m. in Room 1005, Central YWCA, 610 Lexington Avenue, New York City.

As you know, this will be our first meeting since the Senate filibuster, and we shall need to discuss not only some of the angles pertaining to that performance, but also plans for the immediate future.

Please try to be prompt, since we may use the room only for the period 1 to 3:30 p.m.

Cordially yours,

A Philip Randolph

A. Philip Randolph,
Allan Knight Chalmers, Co-Chairmen

Allan Knight Chalmers

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
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NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

NC-FEPC
Gen

March 25, 1946

Mr. A. Philip Randolph, Co-Chairman
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, N. Y. 27.

Dear Mr. Randolph:

The Executive Committee of the National Council for a Permanent F E P C voted to call a meeting of the leaders of national organizations for Wednesday, March 27, 2:00 pm at Broadway Tabernacle Church, 211 West 56th Street, New York City. The presence of every member of the Executive Committee would be most helpful, for we must pool our best thinking at this time. We are also asking you to meet as an executive committee to take final action on the same day at 8:00 o'clock at the same place. These two meetings are so vital that we hope that you will find it possible to make shifts in your busy program to attend.

Cordially yours,

A. Philip Randolph

A. Philip Randolph

Allan Knight Chalmers

Allan Knight Chalmers
Co-Chairmen

apr/lr

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
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H. A. DAWSON
THURMAN L. DODSON
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NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6894

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A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

NC-FEPC
Gen

April 1, 1946

TO MEMBERS OF THE EXECUTIVE COMMITTEE:

There will be an important Executive Committee meeting on Monday, April 8th, at Broadway Tabernacle Church 211 West 56th St., N. Y. C., at 8:00 p. m.

Please make an extra effort to attend.

A. Philip Randolph
A. Philip Randolph

Allan Knight Chalmers
Allan Knight Chalmers
Co-Chairmen

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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Files
May '46

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

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Senator Arthur Capper
Senator Robert F. Wagner
Co-Chairmen
Rev. Allan Knight Chalmers
A. Philip Randolph
Treasurer
William Jay Schieffelin

Executive Secretary
Mrs. Anna Arnold Hedgeman

NC-FEPC
Com

April 26, 1946

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Memorandum to Mr. A. Philip Randolph and Dr. Allan K. Chalmers:

I have cleared the Policy Committee meeting and find that Mr. Randolph, Dr. Chalmers, Mr. Hunton and, possibly, Mr. Isaiah Minkoff can be in Washington Thursday, May 1 at 2:00 o'clock. Walter White can not be in Washington. I have talked with Jim Carey's office and they report that it looks possible for him to attend the meeting here. Mr. Randolph will follow through with A F of L. I think personally that it would be most helpful for the Committee to meet here. We can take them through the office, have them meet the members of staff who are still here, and explain in brief but detailed fashion the way we operate.

Attached is a copy of an item which was submitted to me by Ruth Calvin, one of the volunteer Wacs who was recruited by Natalie Moorman when she was with us. I have talked with Ruth, but I wanted you to have this information since it is such a clear demonstration of the significance Sidney and I have attached to our expanding our National Committee and of establishing a Policy Committee which knows first-hand the overall office and field picture.

AAH:mwm

Anna Arnold Hedgeman

EXECUTIVE COMMITTEE
A. A. Austin
Samuel Baron
Linna E. Bresette
George E. Brown
H. A. Dawson
Thurman L. Dodson
Rabbi Sidney E. Goldstein
W. C. Handy
Sidney Hollander
George K. Hunton
Mrs. Thomasina W. Johnson
Morris Milgram
Nathaniel Minkoff
Rev. James Myers
Mrs. Dorothy S. Norman
Winifred Raushenbush
Alex Rose
Rt. Rev. John A. Ryan, D.D.
Mrs. Mabel Staupers
Monroe Sweetland
Willard S. Townsend
Noah Walter, Jr.
Max Zaritsky
Charles S. Zimmerman

22 April 1946

National Council for a Permanent FEPC
930 F St., N. W.
Washington, D. C.

Dear Staff:

There are a few questions I'd like to get off my mind. I write them because it's much too difficult to say them to people who are good friends. I can offer, however, no apologies for all of this-- my right to question (and to expect an answer) is the right of every person who has contributed 25¢ or $1000 to the work of the National Council -- or one hour of precious time.

I feel as urgently as ever the desperate need for FEPC, but the drive to pour out effort at 930 F St. grows somewhat weaker.

These are the questions:

1. Is the Nat'l Council worthy of the sacrifices being made for it by anxious men and women all over the country?

2. Is the professed aim of the council the same as the aim of each staff member?

3. Why does so much of the work of the council appear to be so uncoordinated? How, for instance, can country-wide delegations be called in on an apparent impulse? How can field staff be kept sitting in Washington week after week without concrete plans for the future? (Are some members of the field staff too proud to file cards if they can find nothing better to do?)

4. How can the office appear so very unbusinesslike?

5. Is there enough over-all planning so that money and time are wisely used by the council?

6. Is the council sincere in what it tells its local bodies? Does the council trust the people who wupport it enough to share with them the knowledge of future possibilities --or lack of them-- and plans?

7. Ann, why didn't Chan Gurney sign the cloture petition? and Young of N. Dakota?

8. Is there a need for so much conspiracy -- or isn't there as much as there seems to be?

9. Isn't it obvious that the staff is topheavy?-- The clerical staff is not nearly large enough to properly service the council. (Witness the mailing list mess.) How effective can high-paid publicity be when so many individual contacts are so poor -- slow correspondence, etc.?

Some of this sounds like unimportant stuff. Each thing alone might be that. The total frightens me.

The above about exhausts my right to question. I can't resist adding my two cents worth of suggestions:

1. A bit of heart-searching and throwing out of garbage.

2. A completely honest and cruel, if necessary, reorganization. There are too many invaluable grass roots attached to throw out the Nat'l Council. Otherwise I'd probably favor something more drastic.

3. A long-term plan of attack with alternatives for forseeable eventualities.

4. Quickly obtaining a large enough clerical staff with definite plans for its use. This is the most easily accomplished improvement. If there's not enough money you might as well fire one of yourselves and pay two or three clerks wages or else stay in the office and do the routine work--because all the field work in the world can be ruined if there's nothing but a shell back in Washington.

5. A budget which could be published if necessary.

6. Wise supervision and coordination of all office and field work.

7. If possible, more wholehearted cooperation with all interested national leaders.

There must be more to say, but I'll obviously be off the beam soon. You can doubtless add much more and better stuff to this.

If this isn't properly addressed for action, please let me know, for I'd just as soon try Messrs. Randolph and Chalmers.

Yours "for the cause" (Whee),

(Signed) RUTH
Ruth B. Calvin

P. S. People are also starving.

P. P. S. I'm not being facetious.

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

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A. PHILIP RANDOLPH

Treasurer
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Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

NC-FEPC
Corr

May 28, 1946

TO THE EXECUTIVE COMMITTEE OF THE NATIONAL COUNCIL FOR A PERMANENT FEPC---

There will be an important Executive Committee meeting on Thursday, June 6th at 3:00 p.m., Broadway Tabernacle Church, 211 W. 56th St., New York City.

Please make an effort to attend.

A. Philip Randolph

A. Philip Randolph
Co-Chairman

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON

RABBI SIDNEY E. GOLDSTEIN
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GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
MORRIS MILGRAM

NATHANIEL MINKOFF
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NATIONAL COUNCIL
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930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

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Senator Arthur Capper
Senator Robert F. Wagner
Co-Chairmen
Rev. Allan Knight Chalmers
A. Philip Randolph
Treasurer
William Jay Schieffelin

Executive Secretary
Mrs. Anna Arnold Hedgeman

May 28, 1946

TO THE POLICY COMMITTEE OF THE NATIONAL COUNCIL FOR A PERMANENT FEPC----

The regular meeting of the Policy Committee is to be held Thursday, June 6th, at 2:00 pm., Broadway Tabernacle Church 211 W. 56th St., New York City. The enclosed card is for your convenience.

Allan Knight Chalmers

Allan Knight Chalmers
Co-Chairman

EXECUTIVE COMMITTEE

A. A. Austin
Samuel Baron
Linna E. Bresette
George E. Brown
H. A. Dawson
Thurman L. Dodson
Rabbi Sidney E. Goldstein
W. C. Handy
Sidney Hollander
George K. Hunton
Mrs. Thomasina W. Johnson
Morris Milgram
Nathaniel Minkoff
Rev. James Myers
Mrs. Dorothy S. Norman
Winifred Raushenbush
Alex Rose
Rt. Rev. John A. Ryan, D.D.
Mrs. Mabel Staupers
Monroe Sweetland
Willard S. Townsend
Noah Walter, Jr.
Max Zaritsky
Charles S. Zimmerman

NATIONAL COUNCIL
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PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 8884

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SENATOR ROBERT F. WAGNER

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REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

7

June 10th, 1946

Mr. Isaiah Minkoff
National Community Relations Advisory Council
295 Madison Avenue
New York City

Dear Mr. Minkoff:

The Sub-Committee, of which you are a member, designated to make a survey of the organizational structure of the National Council and to make a study of the F.E.P.C. bill, has been requested to convene on Thursday, June 13th, 1946 at 2:30 P.M. at the office of the National Community Relations Advisory Council located at 295 Madison Avenue, New York City (Room 4107).

It is imperative that you be present.

Sincerely,

Max Delson

Max Delson

MD:LB

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

Administrative (?) Committee Meeting
Thursday, June 13, 1946

Present: Messrs. Minkoff, Aronson, Delson, Hunton, McLaurin, Trager, and Randolph, Mrs. Hedgeman and Miss Wilkinson. Mr.Delson chaired the meeting.

A motion was made and carried unanimously to have the National Council support the policy of Calendar Wednesday in relation to our bill in the House.

A motion was made and passed to attach S. 101 as a rider to S. 2249 (extension of the Sugar Act), or any other likely bill, as soon as possible. (Mrs. Hedgeman was instructed to contact Senator Morse on this.)

In discussing revision and expansion of the Executive Committee, several recommendations were approved: 1. That the name of the Executive Committee be changed to National Board of Directors and that representatives from conservative business groups be added to the Board along with other representation. 2. Policy Committee should be left as nearly intact as possible with perhaps one or two additions— preferably from business groups. 3. That the Board of Directors meet once a month and the Policy Committee on call of the chairman, but always immediately before Directors' meeting. 4. There should be added a National Administrative Committee to deal with office procedure, personnel problems, budget, finance, day-to-day activities, etc. This might have several sub-committees to deal with specific problems.

Mr. Minkoff suggested that a list of additions to the National Board of Directors be submitted to the Policy Committee for discussion.

It was also recommended that the name of the National Committee (composed of some 350 names) be changed to National Sponsors Committee and expanded to a thousand or more names. In this connection, it might be possible to have local councils submit names from their communities to be added to such a list.

It was decided that the Co-Chairmen, Honorary Co-Chairmen, and the Treasurer be retained and that the offices of Vice-Chairmen(2) and Secretary be added. This to come out of the National Board of Directors' organization of itself.

Mrs. Hedgeman was appointed to invite Roderick Stephens to the next Board of Directors' meeting with a view to having him become a member.

Without really getting into the subject of finance, the meeting was forced to adjourn because various members had important appointments. The next meeting was set for Wednesday, June 19th, at 9:30 a. m. at 295 Madison Avenue.

Suggested preparation for next meeting: Organizational chart for National Board of Directors. Names on local councils and field staff. Consolidated minutes of last meeting and this. Thumbnail sketches on staff.

NC-FEPC
wm

Administrative (?) Committee Meeting
Wednesday, June 19, 1946

Present: Messrs. Delson, Aronson, Hunton, Randolph, Trager, McLaurin, Milo Manly, Aldrich Turner, Mrs. Hedgeman, and Miss Wilkinson. Mr. Delson chaired the meeting.

Minutes of the previous meeting were read and approved.

Instead of the Committee's going into the matter of additions to the National Board of Directors, Mrs. Hedgeman suggested that she prepare a list of the present make-up for submission to the next meeting of this committee.

A report on Calendar Wednesday, prepared by Miss Margery Taylor, one of the legislative representatives who is now on the field staff, was read and the suggestion was made that in a forthcoming release the National Council include mention of its work on Calendar Wednesday.

Mr. Randolph then reported on his interviews with Senators Chaves and Morse in Washington with regard to attaching S. 101 as a rider to the extension of the Sugar Act. Senator Morse was definitely opposed to the idea and felt it would be a futile gesture. It would eliminate certain of our friends and he suggested that we drop the matter. Senator Chaves said he would do what he could for the bill, but did not favor the rider method. It was suggested that a brief report on this be sent to Felix Cohen, since the suggestion came from him. A motion was made and passed to drop the idea of the rider.

Milo Manly reported on the political situation in Indiana, having just returned from working with Congressman Charles M. LaFollette there. Tied in with this report was a brief one on local councils in general by both Mr. Manly and Mrs. Hedgeman. Mr. Delson suggested that Mr. Manly make a recommendation for field operations to be submitted to this committee. Communities should be notified of coming of field person and conference called in advance if possible, etc. We need a strong director of field operations. We need local councils in rural and farm areas and we need more business support. There is an immediate need to set up more local councils and to build better local councils around the country. Mr. Aronson then said that the elections are a first focal point for arousing interest in communities. Voters can sound out candidates, force them into public statements, etc. Specific recommendations: That local councils be set up on interracial, interfaith, trade union, business, etc. representation in city and rural areas to be responsible to the National Council as such. That a survey of resources of our cooperating organizations be made as soon as possible (first job of director of field operations). That wherever possible full councils be organized and in other instances smaller groups be utilized and even individuals. That state and regional conferences be set up from time to time if feasible. (Ministers' groups could be effective in smaller and rural areas.) That field operations and local council coordination be combined in one department.

There was a report from Mr. Randolph on the new fund-raising set-up. He reported that Gen. Donovan would meet with a small group. Such group so far composed of Henry Luce, David Sarnoff, Charles Poletti, and Anna Rosenberg with perhaps another Catholic to be suggested by Mr. Hunton. Mr. Randolph said Mr. Luce would call the meeting and also might lend us a member of his staff to work on fund raising from our office. It was also reported that Nelson Rockefeller has indicated interest.

It was suggested that Mr. Epstein and Mr. Minkoff be approached on the matter of immediate funds, since the Council's liabilities at the present moment are close to $10,000—back salaries, maintenance for field staff, withholding tax for May, etc., including also $3,000 borrowed from Mr. Schieffelin which must be paid back by July 22, 1946.

The meeting then proceeded to a discussion of organizational chart and budget. (At this point it was eleven-thirty and it was decided to recess until 9:30 a. m. next day.)

Thursday, June 20, 1946

Present: Messrs. Delson, Hunton, Aronson, Minkoff, Randolph, Trager, McLaurin,
Turner, Mrs. Hedgeman, and Miss Wilkinson. Mr. Delson chaired.

The meeting opened with continuation of chart and budget discussion.

In the matter of immediate funds Mr. Randolph said that a series of luncheon conferences was being planned with the cloakmakers and dressmakers groups. It was suggested that Mr. Epstein and Mrs. Rosenberg call a meeting of Jewish agencies for immediate cash. Date suggested was June 27th. This, of course, to be in conjunction with plans for the big funds.

Mr. Delson interjected the comment that Orrin Root would serve on the fund committee and that Franklin Roosevelt, Jr., is being approached. Martin Quigley, of Quigley Publications (Motion Picture Daily, etc.) was suggested as a member of the fund committee, and it was felt that Marshall Field should be approached as a prospective member through his N. Y. lawyer, Louis Weiss.

Suggestions were made as to people who might be approached to work with campaign for funds: Joe Willen, R. O. D. Hopkins (United Hospital Drive), J. P. Jay (?), Henry Monsky, Henry Bernstein, [illegible], Edward Hefferon. Mr. Hefferon, Natl. Council of Catholic Men, is good executive and might be obtained at $8,500 or $9,000. Mr. Hunton and Mr. Trager were appointed to talk with Mr. Hefferon and several others in capacity of fund director.

Mr. Delson suggested that perhaps the N. Y. Council would need only one person on staff if the national office is moved to New York.

It was decided to call an emergency meeting of the Executive Committee (Natl. Board of Directors) for Wednesday, June 26th, at 10 a. m.

The meeting was then adjourned and the next meeting set for noon on Tuesday, June 25th, at 295 Madison Avenue.

(As the meeting was breaking up, Mr. Al Fleischmann of St. Louis was introduced by Mr. Trager as a contact for that city. He said he might do some scouting around for us there, and two people he mentioned immediately were Dean Sweet and Bishop Scarlett.)

XC ~~[illegible]~~ ~~HQ~~ Gen

MINUTES, BOARD OF DIRECTORS, NATIONAL COUNCIL FOR A PERMANENT FEPC

Thursday, July 18, 1946, at office of I. Minkoff

Present: Max Delson, acting chairman; B.F. McLaurin, I. Minkoff, Mabel K. Staupers, Morris Milgram, Noah A.C. Walter, Jr., Madison Jones (for Walter White) Ruth Eipper, Rep. Chas. La Follette, Frank N. Trager.

Mr. Delson opened themeetingwith a report that Mr. Randolph was in Canada on Brotherhood business, Mr. Chalmers was away on vacation, and Mrs. Hedgeman had wired that she could not come because of the financial situation. The purpose of the meeting, which had been called by Mrs. Hedgeman andhimself, was to work on the financial problems of the Council.

Rep. La Follette declared he was present to represent the staff, as Mrs. Hedgeman was unable to attend for lack of funds.

Mr. Delson read a telegram from Mrs. Hedgeman to Mr. Randolph, dated July 15th, in which she declared that "unless funds are forthcoming immediately I have no alternative but to resign and terminate the staff's services." He also read a quotation from Mr. Randolph's reply to Mrs. Hedgeman, in which he declared he approved the closing of the office and urged her to advise with the Administrative Committee.

mo 9 45 P
T. [illegible]

There was lenghty and detailed discussion of the fund-raising work of the Council. Detaildd reports of fund-raising work in progress, which would bring funds in the fall, andto a much lesser extent during the summer, were presented.

It was agreed by all present that the staff be paid as soor as possible.

MOTION: That the following telegram be sent to Mrs. Hedgeman:

"Board at special meeting today heard your wire to Randolph which was a shock to us. It was understood that thismeeting was called to discuss financial situation with you. Wages due staff through July, plus regular vacation, will be met as funds become available. Feel consideration your resignation should be held in abeyance till special Board meeting about August first, when we trust we can secure you attendance with both co-chairmen." CARRIED UNANIMOUSLY.

It was agreed that Mr. Delson should arrange the Board meeting at a time to secure, if possible, attendance of co-charmen and Mrs. Hedgeman. On suggestion of Mrs. Staupers, it was agreed that some of the funds now being sent to Mrs. Hedgeman be earmarked for her travel to the Board meeting so her attendance might be assured.

Respectfully submitted,

Morris Milgram, Recording Secretary

WASHINGTON, D.C. 72
JUL 27
9-PM
1946

THIS SIDE OF CARD IS FOR ADDRESS

Mr. Isaiah Minkoff, Exec. Dir.
Natl. Community Relations Advisory Council
295 Madison Avenue
New York City 17

NEWS

NATIONAL COUNCIL FOR A PERMANENT F
930 F STREET, N. W.
WASHINGTON 4, D. C.

To: Executive Committee

An unusually important meeting will be held to decide matters of extreme urgency on

Friday, August 2nd, at 11 a. m. (daylight) in

Room 4107, 295 Madison Avenue, New York City.

PLEASE MAKE EVERY EFFORT TO ATTEND.

A. Philip Randolph

Allan Knight Chalmers

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Minutes of a meeting of the National Board of Directors, National Council for a Permanent FEPC August 2, 1946.

Present:

Allan Knight Chalmers, A. Philip Randolph, Co-Chairmen; Arnold Aronson, Lucile Black for Walter White, Max Delson, Thurman L. Dodson, Cameron P. Hall, George K. Hunton, Anna Arnold Hedgeman, Ruth B. Lipper, B. F. Mc Laurin, Morris Milgrim, Isaiah M. Minkoff, Nathaniel M. Minkoff, Mabel K. Staupers, Roderick Stephens.

The meeting was called to order by Mr. Randolph at 11 a. m.

Mr. Isaiah Minkoff reported for the survey committee on the proposed structural reorganization of the National Council. He indicated that the plan had already been adopted at a previous meeting of the Executive Committee, but was being presented again in order to provide an opportunity for any further recommendations. The plan calls for:

1- A National Board of Directors - (formerly the Executive Committee) - to meet at stated intervals - with responsibility and final authority for the overall direction of the Council. The offices of Co-Chairmen, Honorary Co-Chairmen and Treasurer are to be retained and additional offices are to be created to provide for two Vice-Chairmen and a Secretary. The designation of all officers is to be made by the reorganized Board of Directors.

2- A Policy Committee- to meet monthly and in advance of Board meetings - to suggest and develop strategy and policy - subject to the approval of the National Board of Directors.

3- An Administrative Committee responsible for office procedure, personnel problems and day to day activities - to operate only within the framework of established policy.

4- A Washington Advisory Committee- comprising the Washington representatives of the various cooperating agencies - to advise on legislative activity, strategy, etc.

5- A National Committee of Sponsors - to consist of individuals and organizations backing the efforts of the Council.

6- A National Campaign Committee - to consist of individuals whose reputation and standing will help not only in raising funds but in giving prestige and educational force to the entire effort. Parallel to and complementing the work of the Campaign Committee, a Public Relations and Publicity Committee - to recommend overall public relations strategy, to assist the Campaign Committee in its fund-raising activities, and to guide the Council's educational program.

7- The Establishment of National Headquarters in New York and the continuation of the Washington office as the center for legislative activity.

It was emphasized that the implementation of the plan called for full participation and representation on all committees of each of the major groups interested in the enactment of a federal FEPC. In order to accomplish this purpose, it was planned to reconsider the composition of each of the standing committees and to revitalize them so that nominally, and in fact, they would be representative of all of the participating organizations.

The report of the survey committee was unanimously adopted.

Mrs. Hedgeman submitted a financial report showing an excess of expenditures over receipts for the period January 1, through June 30, 1946. An estimate for the month of July showed an additional excess of expenditures over contributions. It was moved and passed that a complete financial report be prepared by the auditors and referred to the Administrative Committee for analysis and recommendations.

Mr. Max Delson reported on the initial steps in the campaign to raise $500,000. He indicated that a national Campaign Committee was in the process of formation, that acceptances had been received from Henry Luce, Charles Poletti, Martin Quigley, Henry Epstein, General William Donovan, Anna Rosenberg, and Nelson Rockefeller, and that one meeting of the group had already been held. Each of the above named had agreed to secure the participation of additional members, and it was planned to expand the national campaign committee so as to include 30 or 40 outstanding individuals from all sections of the country.

Mr. Delson also reported that Elmo Roper had agreed to organize a public relations committee to carry on a broad educational program and help promote the fund-raising effort. A luncheon meeting of the public relations committee is scheduled for August 15th and the following have already agreed to participate on the committee: Mr. Louis Cowan, formerly of the New York office of OWI, Mr. Richardson Woods, former editor of Fortune, Edward Stanley and William Griffin, head copywriter for J. Walter Thompson.

As one part of the drive, fund-raising luncheons are being arranged in various industries, involving the participation of both management and labor. Such a meeting has been scheduled for August 29th, in the dress industry, through the assistance of Harry Uviller, impartial chairman of the dress industry, and similar projects are being undertaken in the cloak industry through the assistance of Mr. Poletti and in the cosmetic industry through the assistance of Mrs. Lillian Poses. Mr. Delson emphasized that the work to date had involved considerable time and effort and pointed out that all of the initial contacts and interviews had been undertaken by Mr. Randolph. He expressed considerable optimism about the successful prosecution of the proposed campaign, but stressed the importance of securing the services of an experienced fund raiser.

Mr. Delson's report was received with appreciation and the Administrative Committee was authorized to employ the services of an experienced person to direct the fund-raising campaign. Mr. Hunton expressed his full confidence in the success of the campaign and emphasized that the calibre of the individuals named to the Campaign Committee would not only facilitate the raising of funds but would give prestige and force to the Council's educational program and would carry considerable weight in influencing public opinion in favor of federal FEPC. legislation.

Dr. Chalmers presented the problem of raising immediate funds to cover pressing current obligations. He reported that back wages were due all staff members and that in accordance with the decision of the Board of Directors at its meeting of July 18, he had met with the staff in Washington and advised them that it would be necessary to terminate their services as of July 31st, with the understanding that all obligations due them through that date, including vacation pay, would be met as soon as the necessary funds could be secured. It was moved and passed that all immediate funds be earmarked for the payment of wages, rent, and taxes. Mrs. Hedgeman reported that in response to a mail appeal, a contribution of $1,000 had been secured. Mr. Randolph announced that the Brotherhood of Sleeping Car Porters would make an immediate loan of $1,000, and Mr. Mc Laurin reported that he had secured pledges to the amount of $1, 200 which would be made available immediately. Mr. Nathaniel Minkoff urged that a loan be secured and volunteered to secure an appointment with Mr. Dubinsky for that purpose. Miss Black indicated that she would refer the request for immediate funds to the administrative committee of the NAACP.

In accordance with the decision of the Board at its meeting on July 18 to withhold action until this time on the proferred resignation of the Executive Secretary, Mrs. Hedgeman submitted the following statement:

> "I hereby tender my resignation as Executive Secretary of the National Council for a Permanent FEPC to take effect Sept. 15, 1946, unless an earlier date is desirable to the Executive Committee. I am grateful to the members of the Executive Committee, the sixty-seven national organizations, the Washington Stategy Committee, the local councils, political and congressional leaders, and the staff for the splendid cooperation that they have given me during the last two and a half years.
>
> "At this time I want to reaffirm my belief in the importance of the fight for permanent FEPC legislation and to state my intention of continuing participating in that fight--as a private citizen. However, I do not believe that the National Council for a Permanent FEPC as presently constituted is utilizing effectively the established political affiliations necessary to enactment of such legislation. Therefore, I have no choice except to sever my relationship with the Council."

Mr. Delson pointed out that Mrs. Hedgeman's statement of resignation of July 15th had indicated that her resignation was necessitated by the critical financial situation. He raised the question as to whether the political issues referred to in the newly submitted statement had at any time been presented to the Board or to the Administrative Committee for discussion. Mrs. Hedgeman agreed that the problem had never been formally presented but suggested that she had discussed the matter informally with various individuals.

Mr. Aronson suggested that the Council would be most interested in Mrs. Hedgeman's recommendations and criticisms on all matters but urged that such criticisms be submitted independently of any statement of resignation, since the resignation as presented contained the inference of an indictment of the Council which might impair the future welfare of the FEPC movement. Mrs. Hedgeman indicated she could not accede to this suggestion and that the resignation would have to stand as submitted.

After considerable discussion, it was moved by Dr. Chalmers, seconded by Isaiah Minkoff,

> "To accept the resignation of Mrs. Hedgeman as of August 1st, with gratitude for the significant contribution she has made to the cause of fair employment practice."

The motion was unanimously carried.

It was moved and passed that the Administrative Committee appoint a sub-committee to see to it that the Washington office was kept open and its activities continued in full.

A resolution was adopted, substituting the name of Thurman L. Dodson for that of Anna Arnold Hedgeman as cosignator to the account of the National Council for a Permanent FEPC at the Hamilton Bank in Washington.

The meeting was adjourned at 1 p. m.

8/30/46
cl

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Mcr
PD
Gm

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

August 21, 1946

To the members of the Administrative Committee:

I had a telephone conversation with Mr. Milo Manley yesterday. He indicated that numerous problems had arisen in connection with the operation of the Washington office which involved policy questions and that he wished to have the advice of the Administrative Committee before acting. In view of the foregoing, coupled with the numerous other problems which the Administrative Committee has to consider, a meeting is being scheduled of the Administrative Committee for Wednesday, August 28, 1946 at ~~10:30 a.m.~~ 3 p.m. at the office of the National Community Relations Advisory Council, 295 Madison Avenue, New York, N. Y. Mr. Manley will be present at the meeting.

Yours very truly,

Max Delson
mr

Max Delson, Chairman
Administrative Committee

MD:mr

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
W. C. HANDY
SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
MORRIS MILGRAM
NATHANIEL MINKOFF
REV. JAMES MYERS
MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

XE-FEPC
Gen

NATIONAL COUNCIL
FOR A
PERMANENT FEPC

Administrative Committee meeting
November 25, 1946

Present: A. Philip Randolph, Roderick Stephens, Arnold Aronson,
Isaiah Minkoff, George Hunton, Hugh Holohan and Milo Manly.

It was suggested that a payment be made on the back salaries owed the former staff. Mr. Manly was advised to make up checks similar to the first payment (September 5, 1946) which would mean that the staff, upon receipt, will have received 48% of the salaries owed them.

Mr. Holohan presented a preliminary report of his plan for a financial drive which was discussed at some length. The report is to be mailed to those members of the Administrative Committee that were unable to attend the meeting. Any criticisms or suggestions are to be sent directly to Mr. Holohan by November 28th. Mr. Holohan will be prepared to present specific budgets and time schedules by December 9th.

It was agreed that the next immediate step necessary was the selection of a campaign chairman and the preparation of a brochure descriptive of the purpose, history and support of the FEPC movement and the coordinating efforts of the National Council. It was suggested that the Urban League be asked to loan the authors of the Urban League pamphlet "Did You Ever See a Dream Growing" which describes an Urban League project and has received much favorable comment.

Mr. Aronson was requested to write a letter to Lester Granger in re above and to request that the League assign a representative to serve as a member of the Administrative Committee, the Policy Committee and the Board.

For Chairman of the Campaign Committee three persons were suggested -- to be approached as soon as possible;---

Herbert Lehman
Henry Ford II
Chester Bowles

Mr. Stephens offered to contact Mr. Bowles; Mr. Hunton to contact Mr. Ford; Mr. Minkoff to contact Mr. Lehman. In case none of the three would be available Mr. William D. Given will be approached.

Prospects for an Executive Secretary for the National Council were discussed. Mr. Randolph asked the Committee to interview Mr. A. Leon Ransome of Washington on Tuesday, November 26, but the Committee was unable to meet again on Tuesday and deferred interviewing Mr. Ransome to a date to be determined later.

Mr. Randolph introduced a Miss Harris as a prospective member of the National Council Field staff. Miss Harris was advised to write to the Administrative Committee giving her educational and employment history.

The committee then discussed possibilities for the position of Executive Secretary. Persons discussed were; Robert LaFollette, Paul Sifton and Leon Ransome.

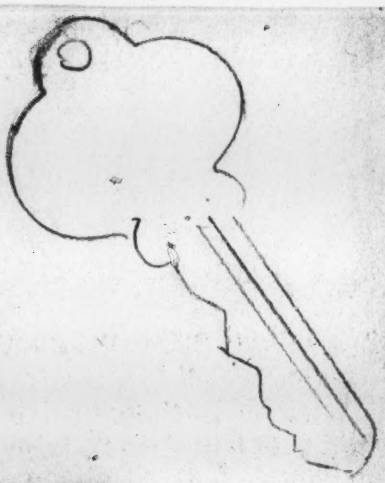
Mr. Randolph was authorized to contact Mr. LaFollette immediately to arrange for a small committee to interview him to see if he would accept the Executive Secretaryship of the Council. The Committee is to be Mr. Randolph Dr. Chalmers, Mr. James Carey and Boris Shishkin.

Letters received from two former staff members, Miss Sidney Wilkinson and Miss Margery Taylor were discussed. Both letters had protested the possible employment of additional Council staff by the Board of Directors until after all back salaries had been paid to the former employees. One of the letters threatened "drastic action" in case the Board did employ additional help before making full payment of back salaries.

The Policy Committee agreed that both letters should be answered stating plainly thatthe Board of Directors of the National Council for a Permanent FEPC will employ additional personnel in accordance with the needs of the National Council.

Respectfully submitted,

Milo Manly



PROPOSED AGENDA — ADMINISTRATIVE COMMITTEE

August 28, 1946 3:30 p.m. NATIONAL COUNCIL FOR A PERMANENT FEPC

1. Operational Procedure between Administrative Committee and Washington office

2. National Council -- Overall Policy

Policy Committee

   a. Effect of new Lobby Bill

   b. Relationship to State FEPC movements
      (1) Existing State Commissions
      (2) Groups proposing or waging fights for State Legislation. To what degree do we participate in these local fights.

   NOTE:-- The Local Councils organized by the National Council are the same groups which also wage a fight for local FEPCs.

   c. Relationship to liberal movements sponsored by other National organizations.

3. Material needed for immediate operations.

   a. Press, material re progress of reorganization of Council Need shown by news stories in National Negro Press and constant calls re same.

   b. Comparative study of state FEPCs in operation.

   c. Speakers Bureau
      i.e. Persons that can be utilized throughout country

   d. Utilization of Committee members for meetings of National organizations.

   e. Complete review of literature now in office in relation to current conditions.

4. Finances

   a. Requirements of Washington office.

(1) Approximately $1000 per month under present circumstances

b. Relationship of Finance Committee to Washington office.

(1) Data on contributors in files
(2) State Albums

5. Miscellaneous

a. Organizational structure of Council

i.e. Committee personnel, chairman, statement of function of Committee, relationship to each other, etc.

b. Tunnell (Delaware)

Senator Tunnell and PAC have asked for help in coming campaign. We have similar requests from other candidates.

NC FEPC gen

MINUTES, Administrative Committee, National Council for a
Permanent FEPC, Wednesday, August 28, 1946 3 p.m. at NCPAC

Present: Max Delson, chairman, I. Minkoff, A. Philip Randolph, B.F. McLaurin, George K. Hunton, Morris Milgram, George L.P. Weaver, Milo Manley, Arnold Aronson.

Mr. Manley, who had been selected to run the Council office pending the naming of a new Executive Secretary, reported on his experiences during the past weeks which indicated to him the very key function of the National Council.

He raised the question for clarification, as to whether he was correct in understanding that the office functions under the direction of the chairman of the administrative committee, and was informed that was correct.

PUBLIC RELATIONS COM.: Mr. Randolph reported on the work of the public relations committee headed by Elmo Roper. It feels we shouldn't participate actively in the Congressional Campaign, save possibly to get eight or more votes for Cloture in key spots. They felt we should get a good chairman of the finance committee, and suggested Nelson Rockefeller. Roper should lay plans with him. Then a meeting of organization representatives should be held. That conference, they feel, could get the 8 additional senate votes needed for cloture. We shouldhave key people there, including such men as Archbishop Spellman. Individuals who can give large contributions should also be invited. Mr. Randolph declared he disagreed with committee, felt we should work actively in a number of Congressional campaigns.

Mr. Delson suggested it was the job of the administrative committee to orginate plans and give them to the Public Relations committee for consideration.

In discussion, there seemed general agreement that if there are districts where we can change the vote by a real fight, we should campaign in these districts.

General Donovan has been asked about possible early funds. Mr. Randolph is to call him and David Sarnoff asking if they can think of ways and means of raising immediate funds.

TAX EXEMPTION: Lillian Poses said she would look into it.

Mr. Minkoff raised these points:
a. Congressional campaign. Feels policy committee should meet on it, or the Executive Board.

MOTION: That the question of political action in this Congressional campaign be referred to the policy committee, the chairman of which be urged to call a meeting as soon as possible, to be followed by a meeting of the Board for action on the policy com. recommendation CARRIED

b. That Luce et al be asked to give publicly at the organizations conference and set an example
c. that a director be secured promptly.

Mr. Weaver urged the importance of immediate reorganization.

Mr. Minkoff urged that we ask the policy committee for names of organizations and individuals to be added on all levels, and also suggestions for the Board.

Mr. Manley urged that the organization chart previously approved by the Board be presented to the policy committee.

Mr. Weaver urged that we get business groups involved. Suggested Leo Cherne's group

DIRECTOR: It was agreed we try to reach Dean Leon Ransom to discuss possible work with the Council.

POLICY COMMITTEE: It was agreed that policy committee meet Thursday Sept. 5 in morning; that Stevens could sit for Hunton. Board to meet in afternoon.

SUBCOMMITTEE ON REORGANIZATION: It was agreed that a subcommittee on reorganization be set up. Messrs Weaver, Delson, Milgram and Aronson, chairman, were named. For work with various groups, the following were named, to work under direction of the committee:

RE NAACP: Hunton, Weaver, Aronson
YWCA Randolph
FEDERAL COUNCIL OF CHURCHES: Randolph, Delson, Hunton
JEWISH GROUPS Trager, Minkoff, Aronson
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CATHOLICS Hunton (addition of Stevens to bd was suggested)
NEGRO SORORITIES AND FRATERNITIES Pauli Murray -to analyse and make recommendations
BUSINESS: Delson to check with Legenstein or Cherne

LEGISLATIVE WORK: Mr. Manley reported that research material re our legislative records has disappeared from our files. A com. of George Weaver, Chairman, Bea Schalet, Al Hamilton, Ida Fox, and Mr. Manley was set up on the question of poligitcal action. George Weaver suggested they meet Tuesday, calling in Clarence Mitchell.

COORDINATOR FOR ADM. COM. Mr Delson reported he had asked Mr. Aronson to serve as coordinator for the administrative committee, that Mr. Aronson was willing. This was agreed to by the Committee.

Mr. Weaver reported there would be pressure on the FEPC council to tie in its fight with the anti-lynching bill. The question shoul be referred to the policy committee, it was agreed.

The Question of local FEPC bills was referred to the policy committee. Mr. Weaver suggested we condider permanent field people and permanent regional offices.

PAMPHLETS: Elmo Roper had stressed need of a popular one, and had suggested Mr. Palmer as a good populariser. It was suggested that Al Hamilton's pamphlet on economic costs of discrimination be worked on by Mr. Palmer. Copy is in FEPC office.

MISHKIN LETTER; Randolph to contact Boris Shishkin.

PUBLIC RELATIONS; Possibility of using Al Hamilton's agency in Washington suggested. It was agreed that should be discussed with the policy committee.

FUNDS; Mr. McLaurin brought in $1,784 in checks and money orders, including a contribution of $1,000 from the Brotherhood. It was agreed that we distribute $1,000 in back salaries immediately. Mr.Manley is to send checks to Aronson who will get signatures.

It was agreed that Mr. Weaver's committee bring in a report on a permanent Washington committee to guide the Washington office, especially on emergency questions.

UNITED STATES STUDENT ASSEMBLY: Milgram asked to attend their Sept. 8th meeting with regard to possible campaign for funds for Council.

Fund raising: Mr. Manley is to give information he has on fundraising work to the Finance committee.

Committee Personnel: Mr. Manley is to get clarification of committee personnel from Mr. Aronson.

Respectfully submitted,

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NC FEPC
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BEST COPY AVAILABLE

DOCUMENT IS DAMAGED IN THE ORIGINAL

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930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
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SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

NC-FEPC
[illegible]

August 29, 1946

To Members of the Policy Committee:

The next meeting of the Policy Committee will take place on Thursday, September 5th, 1946, at 10:30 a.m. in the offices of the NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL, 295 Madison AVenue, Suite 4107.

Several important policy questions will be considered including the Council's role in the forthcoming elections and our relationship to state F. E. P. C. movements.

We hope you will find it possible to attend.

Cordially,

Allan Knight Chalmers
A. Philip Randolph
CO-CHAIRMEN

AKC
APR/cl

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
W. C. HANDY
SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
MORRIS MILGRAM
NATHANIEL MINKOFF
REV. JAMES MYERS
MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
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A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
MRS. ANNA ARNOLD HEDGEMAN

NC-FEPC
Gen

August 30, 1946

To Members of the National Board of Directors:

Enclosed are minutes of the last meeting of the National Board.

The next meeting will take place on Thursday, September 5th, at 2 p. m. in the 8th Floor Auditorium of the Wilkie Building, 20 West 40th Street, New York City. Please make every effort to attend.

Cordially yours,
Allan Knight Chalmers
and
A. Phillip Randolph

CO-CHAIRMEN

AKC
APR/cl
Encl.

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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NOAH WALTER, JR.
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CHARLES S. ZIMMERMAN

File

NC- Gen

Minutes of the meeting of the Executive Committee of the National Council for a Permanent FEPC, September 5, 1946

Present: A. Philip Randolph-Chairman, Boris Shishkin, Max Delson, Isiah Minkoff, Morris Milgram, George Weaver, B. F. McLaurin, Ruth Lipper, and Milo Manley of the Washington office.

Mr. Isiah Minkoff presented a report based upon the meeting of the Policy Committee held that morning. He indicated that the Policy Committee had given considerable attention to the role of the National Council in the forthcoming elections and had recommended that all congressional and senatorial candidates be polled for their views on FEPC and that the results of these polls be widely publicized. It was further recommended that wherever possible such polls be conducted by the appropriate local councils and that the national office undertake to poll candidates in those areas where local councils are not in existence.

The Policy Committee also considered the relationship of the National Council to the various movements for state FEPC bills. Although the committee wholeheartedly endorsed the state fair employment practice legislation, it emphasized that the National Council was organized for the specific purpose of enacting adequate federal legislation and that its efforts should therefore not be dissipated by active participation in local or state programs.

A further recommendation of the Policy Committee called upon the Administrative Committee to submit to the Board of Directors a list of nominees for membership on each of the standing committees and on the Board of Directors. Upon motion duly made and seconded it was voted to accept the recommendations of the Policy Committee.

There was considerable discussion of the future program of the National Council and a committee consisting of George Weaver-Chairman, Boris Shishkin, Al Hamilton, Clarence Mitchell and Milo Manley was appointed to draft a statement of policy and program. The Administrative Committee is charged with the responsibility of drafting a set of bylaws.

Mr. Milgram indicated that Al Hamilton had prepared a pamphlet on the economic cost of discrimination which might be helpful to furthering the educational program of the National Council. It was agreed that Mr. Shishkin check the economic formulations of Mr. Hamilton's study and that Mr. Palmer be assigned the task of popularizing the pamphlet subject to the approval of the Policy Committee.

Mr. Delson reported that approximately 24% of the back salaries had been paid to the former staff members and that efforts were being made to meet this obligation in full as soon as possible. Upon motion duly made and seconded it was resolved that any two of the following three officers be authorized to sign checks of the National Council with its account at the Amalgamated Bank: A. Philip Randolph, Allan Knight Chalmers, William Jay Schieffelin.

It was moved and passed that the Washington account of the Council be closed and that petty cash checks in the amount of $25 each be drawn four at a time and made available to Mr. Manley at the Washington office.

Mr. Randolph reported briefly on the plans for the national fund-raising drive. He indicated that acceptances had been received from Mr. Oren Root, Jr. and Franklin D. Roosevelt, Jr. to serve on the Campaign Committee and that it was hoped that the campaign would get under way as soon as a chairman could be secured.

Respectfully submitted,

Morris Milgram
Recording Secretary

Minutes of the meeting of the Administrative Committee of the National Council for a Permanent FEPC, October 3, 1946.

Present: Max Delson-Chairman, Allan Knight Chalmers-Co-Chairman, Martin Kyne, George Hunton, Isiah Minkoff, Frank Trager, Morris Milgram, Arnold Aaronson

The meeting was called to order by Mr. Delson at 3:15 P. M. He reported that it had not been possible to secure a chairman for the campaign or public relations committees. It was suggested that Mr. Murray from the New York Federation of Labor might be able to persuade Mr. Nelson Rockefeller to accept the chairmanship and Mr. Randolph was asked to exploit this possibility with Mr. Murray.

Mr. Aaronson reported briefly on the financial status of the Council. He indicated that of the $1700 raised during the preceding month, approximately $200 remained. He stated that it had been necessary to pay $620 to the Bureau of Internal Revenue as part payment on overdue withholding taxes in order to avoid Government attachment of the bank account, and stated further that it would be necessary to pay the balance due the Government in three equal monthly payments in order to avoid further leans. Mr. Aaronson suggested that avenues be explored for raising funds through the sale of FEPC buttons and "Answer The Critics" pamphlets now on hand. It was agreed that a few thousand dollars were immediately necessary if the national campaign were to be properly initiated. Mr. Randolph volunteered to take up the possibility of securing a loan of $5,000 from Mr. Dubinsky. Dr. Chalmers suggested that efforts be made to secure a substantial advance gift from one of the potentially large givers in this connection. It was agreed that Mr. Delson approach Mrs. Anna Rosenberg regarding the possibility of such an advance contribution from Mr. Lasker or Mr. Rockefeller.

Mr. Trager reported that he and Mr. McLaurin had interviewed a Mr. Holohan as a possible candidate to direct the financial campaign. Mr. Trager indicated that Mr. Holohan had been recommended by Roderick Stevens and that both he and Mr. McLaurin recommended that Mr. Holohan be employed as the director of the fund-raising drive. It was moved and passed that Mr. Holohan be requested to appear before the Administrative Committee the following week.

The Committee was advised of a report that Dean Andrew Ransom had indicated an interest in the position as Executive Director of the National Council. It was moved and passed that any two of the three officers be empowered to explore this possibility with Dean Ransom.

Mr. Aaronson reported on the proposed reorganization of the standing committees in accordance with the directive of the Board of Directors. Additional names for membership on the various committees were suggested and it was recommended that a list of recommendations be prepared by Mr. Aaronson and submitted to members of the committee. The meeting adjourned at 5:30 P.M.

The next meeting of the Committee is scheduled for Thursday, October 10 at 11:30 A.M.

Minutes [illegible]

Present: A. Philip Randolph, Isaiah Minkoff, Arnold
George Weaver, Roy Wilkins

Mr. Randolph opened the meeting and stated
two major topics to be considered:

1) Preparation of a bill for presentation to
new Congress
2) Selection of an executive secretary to
and carry on the operations of the Council

Mr. Randolph suggested that a committee of lawyers should be selected to sit with certain friendly congressmen that they could formulate a bill that would be acceptable to Congress and to the community agencies supporting FEPC. Mr. Aaronson suggested that the Policy Committee should decide on minimum standards for a bill as a guide to the lawyers.

Mr. Weaver felt that the Policy Committee should the committee of lawyers work up a bill and submit same to the Policy Committee for study and review as to its acceptability.

Mr. Minkoff suggested:

1) a meeting to include persons familiar with the methods of passing legislation and having experience with Congress to examine previous methods of the Council and to discuss what in the bills presented to the 79th Congress, draft a new bill if necessary.
2) Policy Committee set up minimum standards for new bill.

Mr. Hunton felt it would be better to draw up a
and use it as a basis for discussion.

It was finally decided to select a group of law
versed in legislative processes and interested in FEPC

draw up a bill to be submitted to the Policy [illegible] approval.

The committee of lawyers is to consist of [illegible] Charles Houston, Will Maslow, Charles [illegible], [illegible] Brown, Thurman Dodson, Felix Cohen, M. M. Goldstein, [illegible] Thatcher.

The committee will be instructed to draft an [illegible] bill in light of past congressional experience and to carry [illegible] provisions making it as effective as possible. The bill is [illegible] prepared by December 1st so that it can be discussed with selected friendly congressmen.

The discussion of an executive secretary went [illegible] the type of person needed and four persons were suggested [illegible] consideration as the type of person desired: Paul Sifton, A. Ransome, A. Biemiller, Robert LaFollette.

It was agreed that additional applicants would [illegible] sought so that the best person available could be obtained.

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NATIONAL COUNCIL
FOR A
PERMANENT FEPC

Administrative Committee meeting
November 25, 1946

Present: A. Philip Randolph, Roderick Stephens, Arnold Aronson,
Isaiah Minkoff, George Hunton, Hugh Holohan and Milo Manly.

It was suggested that a payment be made on the back salaries owed the former staff. Mr. Manly was advised to make up checks similar to the first payment (September 5, 1946) which would mean that the staff, upon receipt, will have received 40% of the salaries owed them.

Mr. Holohan presented a preliminary report of his plan for a financial drive which was discussed at some length. The report is to be mailed to those members of the Administrative Committee that were unable to attend the meeting. Any criticisms or suggestions are to be sent directly to Mr. Holohan by November 28th. Mr. Holohan will be prepared to present specific budgets and time schedules by December 9th.

It was agreed that the next immediate step necessary was the selection of a campaign chairman and the preparation of a brochure descriptive of the purpose, history and support of the FEPC movement and the coordinating efforts of the National Council. It was suggested that the Urban League be asked to loan the authors of the Urban League pamphlet "Did You Ever See a Dream Growing" which describes an Urban League project and has received much favorable comment.

Mr. Aronson was requested to write a letter to Lester Granger in re above and to request that the League assign a representative to serve as a member of the Administrative Committee, the Policy Committee and the Board.

For Chairman of the Campaign Committee three persons were suggested — to be approached as soon as possible:—

Herbert Lehman
Henry Ford II
Chester Bowles

Mr. Stephens offered to contact Mr. Bowles; Mr. Hunton to contact Mr. Ford; Mr. Minkoff to contact Mr. Lehman. In case none of the three would be available Mr. William D. Given will be approached.

Prospects for an Executive Secretary for the National Council were discussed. Mr. Randolph asked the Committee to interview Mr. A. Leon Ransome of Washington on Tuesday, November 26, but the Committee was unable to meet again on Tuesday and deferred interviewing Mr. Ransome to a date to be determined later.

Mr. Randolph introduced a Miss Harris as a prospective member of the National Council Field staff. Miss Harris was advised to write to the Administrative Committee giving her educational and employment history.

The committee then discussed possibilities for the position of Executive Secretary. Persons discussed were; Robert LaFollette, Paul Sifton and Leon Ransome.

Mr. Randolph was authorised to contact Mr. LaFollette immediately to arrange for a small committee to interview him to see if he would accept the Executive Secretaryship of the Council. The Committee is to be Mr. Randolph Dr. Chalmers, Mr. James Carey and Boris Shishkin.

Letters received from two former staff members, Miss Sidney Wilkinson and Miss Margery Taylor were discussed. Both letters had protested the possible employment of additional Council staff by the Board of Directors until after all back salaries had been paid to the former employees. One of the letters threatened "drastic action" in case the Board did employ additional help before making full payment of back salaries.

The Policy Committee agreed that both letters should be answered stating plainly thatthe Board of Directors of the National Council for a Permanent FEPC will employ additional personnel in accordance with the needs of the National Council.

Respectfully submitted,

Milo Manly

NEW YORK, N.Y.
DEC 16
1946

SAVE THE EASY WAY
BUY U S BON
PAYROLL SA

THIS SIDE OF CARD IS FOR ADDRESS

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, N. Y.

NATIONAL COUNCIL FOR A PERMANENT FEPC

Dear Mr. Randolph,

There will be a meeting of the Administrative Committee on Thursday, December 19th at the Governor Clinton Hotel, Seventh Avenue at 31st Street, Room K, Third Floor at 1:30 P. M.

Sincerely,

Max Delson

Max Delson
Chairman

Minutes of the Meeting of the Administrative Committee of the National Council for a Permanent FEPC, December 19, 1946, 1:30 P.M. at the Governor Clinton Hotel.

PRESENT: Allan Knight Chalmers, A. Philip Randolph, Arnold Aronson, Isaiah Minkoff, Roderick Stephens, Roy Wilkins.

ALSO PRESENT: Ernest-Attwell, Hugh Holohan, Paul Siften.

Mr. Holohan reported that two thousand feet of space had become available at 33 West 60th Street subject to a 2½ year lease at $6,000 per year plus $1500 for improvements, the space to be available for occupancy by January 15th.

Mr. Aronson discussed the financial position of the Council. He emphasized the need for immediate funds before undertaking any further commitments. Mr. Stephens suggested that adequate space was necessary if the Council were to carry out its proposed program; that no other space was immediately available; that the price asked was reasonable; and that the property could be sub-leased in the event that adequate income was not forthcoming. After consideration, it was voted to approve rental of the property at 33 West 60th Street. There was considerable discussion on possible means of raising $25,000 to $50,000 immediately in order to make possible the implementation of the campaign plans. It was agreed that Mr. Randolph secure an appointment with Mr. Nelson Rockefeller and that the latter specifically be requested to call a luncheon meeting with prominent individuals for the purpose of soliciting large scale contributions.

The Committee interviewed Mr. Paul Sifton and Mr. Ernest Attwell for employment on the Council staff. Mr. Sifton indicated that he was not available for full time work, but would be interested in carrying on the public relations and legislative aspects of the Council's program. Mr. Attwell reviewed his experience with the National Recreation Association and expressed an interest in working for the Council in an administrative capacity. A committee consisting of Dr. Chalmers, Mr. Stephens, Mr. Minkoff was requested to carry on further negotiations with Mr. Sifton.

Mr. Aronson reported that Frank Berend Associates was pressing for settlement for its claim for moneys due it as a result of fund raising efforts carried on in behalf of the Council. A committee consisting of Mr. Randolph, Mr. Delson and Mr. Milgram was named to meet and arrange a proper settlement with Mr. Berends.

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POLICY COMMITTEE MEETING

held in

WASHINGTON, D. C.

NATIONAL COUNCIL FOR A PERMANENT FEPC 1/16/47

Present: Dr. Allan Knight Chalmers, Messrs. Nathaniel Minkoff, George Hunton,
Clarence Mitchell (NAACP), Arnold Aronson, Boris Shishkin.

The Committee met prior to the 2:00 p.m. conference with Senator Morse and voted, the NAACP representative dissenting, to approve the entire draft bill dated January 16, 1947. It was stated and agreed that the bill as approved will have the unqualified public endorsement and support of the Council, members and affiliated organizations.

Mr. Sifton requested a "definition of function of Washington office with respect to the National Board and the various committees, lines of authority and degree of independent action given to the Washington office.

Dr. Chalmers briefly reviewed the status of the Council since June 19, 1946 stating that the lack of funds had prevented setting up the kind of organizational structure that had been planned and even at present we were still financially unable to expand. He described the present set up as a temporary one as follows;

> The main office of the Council would eventually be in New York. In the meantime the Washington office is the headquarters for all Council activity. Paul Sifton is Director of Legislative Relations and will act as temporary Executive Director of the National Council.
>
> Milo Manly would normally be handling field operations but has been covering all areas of operation and will continue to do so as assistant to Mr. Sifton.

Mr. Sifton was advised to use his best judgment in regard to strategy on "Hill" operations, publicity, etc., and to clear doubtful items through the Co-Chairman and/or Chairman of the sub-committees.

The committee concurred with Dr. Chalmers' description of present operations. It was also agreed that the Washington office would check the Board minutes and make a flow chart showing the organizational structure of the Council so that all committee members can know the function of their particular committee.

Mr. Sifton presented a comparative analysis of the proposed bill and asked if the Legal Committee should review same. It was agreed that such a review was not necessary, but a copy should be sent to Charles Tuttle with an explanatory letter which would also cover some minor changes in the bill.

The Washington office was authorized to issue a call for a Board meeting at Broadway Tabernacle Church in New York early in February.

Mr. Sifton advised that he needed immediate data for speeches and articles, and asked if the final report of the President's Committee on FEPC could be obtained. Mr. Shishkin advised that the report would be available early in February. It was also suggested that the Urban League, NAACP and various Jewish organizations could supply material on postwar job discrimination in employment. Aronson offered to get material from the Jewish agencies and forward same to the Council. NAACP and Urban League are being asked for current data.

The following items were raised by Sifton and Manly and were referred to the Administrative Committee;

Proposals for additional Board members
Additional staff and supplies.

The Committee discussed the possibility of preparing material for presentation to the President's Committee on Civil Rights. Mr. Shishkin advised that the Council will be called before the Committee.

The Committee agreed to ask Senator Morse to sponsor the Council's FEPC Bill and to get as many co-sponsors as possible and that the bill be presented to prospective sponsors with the understanding that no changes be made in the bill before introduction.

The Committee agreed, pursuant to earlier Board decision, that Robert R. Church of Chicago should be asked to come to Washington to help in the negotiations and contact work necessary in promoting the Bill. Transportation and expenses are to be paid Mr. Church.

Mr. Sifton was authorized to call Randolph, advise him of the Policy Committee's decisions and to ask him to contact Mr. Church in regard to coming to Washington.

The possibility of a dinner meeting of labor leaders to raise funds for the Council was discussed and plans made to promote such a dinner in New York City.

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE [redacted]

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
[redacted]

Nc FEPC
Bd Directors

January 28, 1947

TO THE MEMBERS OF THE NATIONAL BOARD OF DIRECTORS

OF THE NATIONAL COUNCIL FOR A PERMANENT FEPC:-

There will be a meeting of the National Board of Directors on Thursday, February 6th, at Broadway Tabernacle Church, 211 W. 56th Street, New York City, at 2:00 p. m.

The Council is being reorganized and a Bill has been prepared for presentation to the Members of Congress for introduction. We urge you to be present at this important meeting.

The enclosed card is for your reply.

Sincerely,

A. Philip Randolph

A. Philip Randolph

Allan Knight Chalmers

Allan Knight Chalmers
Co-Chairmen

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
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FEB 14 1947

Minutes: -

ADMINISTRATIVE COMMITTEE OF THE NATIONAL COUNCIL FOR A PERMANENT FEPC

Meeting held Thursday, February 6, 1947
295 Madison Avenue
N.Y.C.

Committee Members present:- Chairman, Max Delson; A. Philip Randolph, Allan Knight Chalmers, Benjamin McLaurin, Roderick Stephens, Arnold Aronson, Isaiah Minkoff, Hugh Holohan, Madison Jones, George K. Hunton, Frank N. Trager and Milo Manly.

Mr. Holohan reported on the mail appeal going out over Dr. Schieffelin's signature. Copies of the letter, pamphlet, subscription blank, return stamped envelope were passed around for the committee to inspect. Mr. Holohan now feels that we cannot expect support from the people who could give $2500 or more so we must now concentrate on the $50 class donors.

Both Mr. Holohan and Mr. Stephens reported on David Dorin, Ex-Director of Sydenham Hospital, and his relations with the hospital. Mr. Dorin has offered the Council a proposition which the committee decided to take up further at the Board Meeting.

Several people felt that since we have not been successful in our campaign plans so far, that maybe we should launch a different kind of campaign with a smaller goal in view.

Mr. Minkoff felt that we should look into the Dorin proposition.

Mr. Minkoff gave a report on the meeting in Washington with Senator Taft. Present at the meeting were, - Messrs., A. P. Randolph, Clarence Mitchell, Leslie Perry, Arnold Aronson, Isaiah Minkoff, George Weaver, Robert Church and John O'Connor.

Mr. Manly stated that our local councils throughout the country are still in existence and that as soon as the bill is introduced, we will be able to reactivize these councils and will be able to get a few thousand dollars from them.

Mr. Randolph stated that if our campaign is a failure, it is a collective failure. He still thinks we will get some support from Rockefeller, but should proceed with plans for the fund-raising luncheon without him. (Rockefeller) He also stated our urgent need of an executive director. Mr. Randolph thought the Dorin situation sounded good and proposed that a sub-committee be appointed, to meet with Dorin that afternoon.

Mr. Holohan reported that through Mrs. Lillian Poses we are seeking the cooperation of the New York Post. Mr. Thackrey, head of the Post is to give us his answer through Mrs. Poses.

Mr. Trager made it clear that the people engaged in the legislative campaign in Washington could hardly be expected to engage in a fund campaign also; that even though Washington is the political center, New York remains the fund-raising center; that full time people are needed for the fund campaign; that a luncheon or dinner can be planned as one event in the fund campaign, that when the bill is introduced a special meeting of interested leaders in New York City should be called which would be a money raising meeting, and that the whole community must be included in our campaign and not just Jewish and Negro groups. He also thought that the Dorin situation should be looked into.

There were several suggestions about reorganizing the sub-committee of the Board and utilizing persons other than Board members. It was decided to defer action on this until an Executive Director was selected and could review the Council's administrative structure.

The meeting then returned to a discussion of the financial crisis.

Mr. Minkoff suggested that:-
1. The Washington office plan to revive the local councils
2. That plans to obtain large gifts be centered in New York
3. The Unions be requested to handle drives within their own set-up

Mr. Dorin came in and was interviewed by a committee consisting of Frank Trager, Thurman Dodson, and Martin Kyne, who in turn recommended that Mr. Dorin state his proposition to the entire Committee.

Mr. Dorin then appeared before the entire Administrative Committee after which a sub-committee composed of Martin Kyne, Madison Jones and Isaiah Minkoff was set up to investigate Mr. Dorin's proposition and report to the next meeting of the Administrative Committee.

Mr. Minkoff felt that if we cannot arrange something with Dorin, then we should plan for a less expensive campaign.

Dr. Chalmers reported on our present financial situation. We have $4000.00 in hand. Motion was made and passed to pay another 15% of back salaries, which would bring the entire amount paid up to 60%. The following approximate expenditures are to be made immediately:

Salaries, rent, etc.	$2700	N.Y. Office furniture	$ 300
N.Y. Office fixtures	1000	N.Y. Office mail appeal	150
N.Y. Office telephones	300	Additional sec'y Washington office	200
Back salaries	500		

The question was raised as to the expenditures of the Council to date and Mr. Manly was instructed to prepare a condensation of the weekly reports (from the Washington office to the Administrative Committee) for presentation to the next Administrative Committee meeting and Board meeting.

Meeting adjourned.

Respectfully submitted

M M

Milo Manly

NC-FEPC
Exec Bd

Minutes:-

NATIONAL BOARD OF DIRECTORS OF THE

NATIONAL COUNCIL FOR A PERMANENT FEPC

Board Meeting held Thursday February 6, 1947
Broadway Tabernacle Church
211 W. 56th St., N.Y.C.

Members present:-- Co-Chairmen, A. Philip Randolph
Dr. Allan Knight Chalmers; Messrs Alfred B. Lewis; William Jay Schieffelin; George Hunton, Martin Kyne, George Weaver, Arnold Aronson, Max Delson, Roderick Stephens, Benjamin F. McLaurin, Thurman Dodson, Morris Milgram, Roger Baldwin, Joseph R. Robison for Shad Polier, Colonel Mendelsohnand Dr. J. Henry Carpenter. Also present Mr. Milo Manly and Mr. Hugh Holohan.

Mr. Randolph reported on the progress of the Council's efforts in developing a Bill on Fair Employment Practices and obtaining sponsorship for its introduction in the 80th Congress.

On Tuesday morning, February 4th, a Committee consisting of A. Philip Randolph, Isaiah Minkoff, Arnold Aronson, George Weaver (CIO), Clarence Mitchell and Leslie Perry (NAACP), John O'Connor, Robert Church, visited Senator Robert Taft to solicit his support and advice re the introduction of the Council's Fair Employment Practices Bill.

(NOTE):--Copies of the Council's bill had previously been presented to approximately 20 Senators.

Mr. Taft stated he did not believe in this kind of a bill, but--

1. He would appoint a Sub-committee of the Labor Committee to hold public hearings on the bill.
2. He would not introduce a bill himself and would discourage any other bill being introduced in the Senate.
3. He did not consider that any Republican Senator that would sponsor the bill would be violating the Party platform or loyalties so that it was okay for the Council to approach any Senator for sponsorship of the Bill.

The rest of the day was spent in visiting various senators re sponsorship of the bill. Further conferences are to be held in Washington during the week of February 10th.

Mr. Randolph stated that from this point he felt that all further contacts with Congressmen and Senators in Washington should be handled by Paul Sifton and Robert R. Church (the Council's legislative Representatives).

Mr. Dolson reported on the financial campaign and described it as a failure to date and proposed that a new program be devised. He also stated that a plan to borrow $10,000.00 had failed as the banks would not honor a loan to a Committee.

Mr. Weaver stated that the CIO National office is meeting February 11th and will make a contribution of approximately $3,000 and other CIO Unions are expected to follow the lead of the National office.

Mr. Holohan (Director of Financial Campaign) stated that 2500 letters were being sent out to a special list of people requesting funds. He asked for an immediate allocation of $150.00 for postage. The request was referred to the Administrative Committee.

Mr. Holohan further stated that he felt appeals to prominent individuals were useless at this time as there is no activity around the bill that can be publicized. He urged that the office at 53 W. 60th Street be equipped immediately as the imminent introduction of the bill will make it possible to launch publicity for a financial campaign.

The need for immediate funds was discussed and it was estimated that approximately $6,000.00 would be available in contributions by March 1st or sooner, depending on introduction of the bill. Mr. Alfred Baker Lewis offered to loan the Council $4,000.00 immediately. The offer was accepted with the expressed appreciation of the entire Board.

The Chairman designated Dr. Chalmers, Madison Jones and Hugh Holohan to follow-up on promised contributions that had not yet been received.

Colonel Mendelsohnsuggested a series of luncheons or dinners for community and organization leaders.

Mr. Weaver suggested an appeal to local unions in metropolitan areas.

Mr. Stephens asked that proper consideration be given to publicity at the time of the introduction of the bill. He was advised that Paul Sifton had already arranged for this.

The question was raised as to the changes made in the labor section of the new bill.

Dr. Chalmers advised that the labor section had been changed to conform to the wishes of the AF of L and was finally approved by all the affiliatedd organizations of the Council as being the best compromise possible although it did not meet the full desires of all member organizations.

Mr. Randolph briefly reviewed the organizational set up of the Council and stated that he felt the Council needed a single head immediately and proposed that an Executive Director be selected at once.

Mr. Stephens stated that the Council in operating on a Committee basis had lost opportunities for action and financial gain because of the lack of an Executive Director.

Mr. Aronson advised that four (4) applications were on file and that he felt the job should be defined before any further applicants were interviewed.

Mr. McLaurin stated the job had been defined and an Executive Director was expected to assume the overall responsibility for --

1. revitalizing local councils and creating new ones
2. raise funds
3. coordinate all activities,

Two new possible candidates were suggested-
Sidney Hollander, Jr., Dep't Labor Bureau Labor Statistics
John Evans, Bagaduce Farm, Brookville, Maine
Reference:- John Collier
1721 Eye St., Ex. 6271 Wash., D. C.

The Administrative Committee was then empowered to interview new applicants, review all applicants and employ an Executive Director as soon as possible. Mr. Dodson was asked to check on the availability of Sidney Hollander, Jr., and John Evans in Washington.

The Sub-Committee of the Administrative Committee on selection of an Executive Director is composed of:-

Dr. Chalmers
Mr. Martin Kyne
Mr. Max Delson, and
Mr. Benjamin F. McLaurin

Mr. Hunton suggested that Judge Gerald Flood of Philadelphia be invited to serve on the Board. Mr. McLaurin suggested that Dr. Channing Tobias might suggest someone to represent the YMCA on the Board.

Dr. Chalmers stated that he and Mr. Randolph felt a letter should be sent to all Board members that had been inactive so as to determine whether they wished to remain on the Board.

A committee (Randolph, Chalmers and Delson) was empowered to review the Board, draft and send a letter to inactive members.

Meeting adjourned.

Respectfully submitted

Milo Manly

DRAFT

APR 2 1947

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Minutes of the Meeting of the Administrative Committee of the National Council for a Permanent FEPC, 11 A. M., 295 Madison Avenue, Room 4107, April 1, 1947.

Present: Roy Wilkins - Chairman, Arnold Aronson, George K. Hunton, Martin Kyne, B. F. McLaurin, Isaiah Minkoff, William Jay Schieffelin, Roderick Stephens

Mr. Minkoff suggested that the committee extend its thanks to Mr. Wilkins for accepting the job of chairman, and that we also thank Mr. Delson as former chairman of the committee.

Motion was made by Mr. Hunton that we continue to call the committee the Administrative Committee until the Board approves of changing the name to the Executive Committee.

Mr. Aronson gave the following report on the present financial situation:

Balance in bank $1005.53

The following checks are outstanding and should be paid immediately:

$419.00	Hugh Holohan (salary)
414.00	Ahrend & Co. (for Schieffelin mail appeal)
280.00	Robert R. Church (amount submitted by Wash. Office. Mr. Church submitted a bill for $440.00)

$1156 is due April 1 for payroll and rent

The following amounts are still outstanding:

$2000.00	back salaries
2200.00	printing (Answer The Critics)
6500.00	buttons

Loans:

$5000.00	Schieffelin
4000.00	Alfred Baker Lewis
1500.00	former staff members (it was agreed that this amount should be included in the back salaries)
10000.00	Brotherhood of Sleeping Car Porters
250.00	ILGWU (Sam Shore)

Mr. Aronson pointed out that our present monthly payroll is approximately $1400; that our present monthly expenditures is about $2500.

CIO sent us a token contribution of $500. Harry Scherman (Book-of-the-Month Club) sent in $1000 contribution.

Mr. Minkoff reported that he had called a meeting of the Jewish representatives, who have in the past made contributions to FEPC, in order to ask them now to make contributions. Mr. Minkoff feels that we must set a definite goal and have a tentative plan of how we intend to raise this money before we can approach these people.

Mr. Wilkins suggested that a letter be sent to Mr. Church saying that his services are not needed every day any longer and that his check will be sent him soon. Then definite arrangements can be made with him for future services.

Mr. Wilkins felt that Mr. Holohan should be paid immediately.

" " " that the Ahrend Co. could be stalled off for a month.

" " " clerks should be paid if there is money to pay them on the day that salary is due even if the whole payroll cannot be made.

Mr. Wilkins was authorized to work out arrangements with Mr. Manly on his salary.

Mr. Wilkins presented a bill from Mr. Sifton in the amount of $30.60 for telephone calls and taxi fare. Mr. Wilkins and Mr. Aronson [illegible] authorized to take care of this matter.

A budget sent in by Mr. Sifton was also presented. The complete annual budget for a two year period - $198,180.

Mr. Wilkins reported that Mr. Henderson has been hired at $5600 from April 1 to August 1.

Mr. McLaurin suggested that the goal for our campaign should be $75000 to $80000 to complete the work that must be done between now and December.

Motion was made authorizing the chairman to name a small committee to include Mr. Aronson and himself to work out a budget not to exceed approximately $10000 a month for the next nine months. Passed

The above sub-committee will draw up a budget for the committee's and the Board's approval.

Mr. McLaurin suggested an early meeting of the Board. It was decided that a Board meeting be called for April 18 15, 16, or 17 to begin at 4 o'clock and adjourn for dinner. Mr. Stephens suggested that we make a big affair of it and invite Senator

Ives and others for publicity purposes. Whether the meeting shall be held in New York or in Washington depends upon the convenience to the most important people available.

Mr. Wilkins advised the committee of the suggestion of Daniel James and Clara Clayman (who have set up a fund raising outfit) to raise funds for the Council at a cost of 12%.

Mr. Stephens would like to have the News Flash (sent out by the Wash. office) to be sent to all Board and Admin. comm. members.

Mr. Wilkins will ask permission of his Board to try to raise money from its 1200 local chapters.

Mr. Stephens felt that the approach to Rockefeller should be revised. The Council should now sponsor a luncheon and invite Mr. Rockefeller. Mr. Wilkins suggested that we ask Dr. Chalmers to take the initiative in asking Mr. Rockefeller for an interview. Mr. Aronson felt that the date of the luncheon should be set at the end of May when Mr. Randolph will be in town.

Mr. Aronson suggested that a committee see the Post and PM. Contact with the Post has already been made by Mrs. Lillian Poses. It was suggested by Mr. Stephens that we submit Mrs. Poses name to the Board as a possible Board member. It was agreed that the Post should be approached first

Mr. Wilkins was authorized to approach the Negro Publishers Association asking them as a whole to carry an appeal and list the names of contributors.

Mr. McLaurin suggested that we revive the idea of small parties for the purpose of raising funds such as the one Mrs. Poses gave.

It was agreed that Mr. Aronson and Mr. McLaurin see Mrs. Poses.

Mr. McLaurin reported that Mr. Holohan had made some contacts with the Masons which should be followed up, and that Mr. Holohan is willing to do this for us. Mr. Stephens suggested that when we are ready to pay Mr. Holohan the remainder of his salary that we then ask him to follow up on this contact.

Mr. Wilkins reported that he had tolked to Mr. Henderson the Wednesday before. Mr. Henderson is now earning $6800 but is willing to take $5600. He wants to know 1) a definition of his duties and authority, 2) a clarification of his relationship with Mr. Sifton, 3) an indication of present debts, salaries, etc.

There was some discussion as to what Mr. Sifton's job is. Mr. Stephens outlined Sifton's job as follows:

Legislative Representative

> Conduct and direct approaches to members of Congress and on press releases concerning such conferences.

Publicity and Public Relations

> Advise executive committee through Executive Secretary on general publicity and public relations.

Mr. Wilkins was authorized to go to Washington and ~~[illegible]~~ explain the situation to both Mr. Sifton and Mr. Henderson.

There was some discussion as to what to do about the New York Office. Motion was made by Mr. Stephens that we sub-let 1,000 feet of space and retain the other 1,000 feet until after the Board meeting when the budget has been decided upon. Passed.

Mr. Stephens is to take up with the owner, Frank Locker, the possibility of our sub-letting the space and then to talk with his contact at Cross & Brown.

Mr. Stephens reported that Abraham Wilson, a lawyer, who is interested in FEPC is willing to give us any legal advice we wish without a fee as his contribution.

Mr. Sifton has requested a revised list of Board members for use on letterhead. Mr. Aronson will take care of this.

Mr. Wilkins suggested that at the next meeting we take up the possibility of having a set day and time to hold meetings.

The meeting adjourned at 1:30 p.m.

AGENDA

April 1, 1947

EXECUTIVE COMMITTEE, NATIONAL COUNCIL FOR A PERMANENT FEPC

1. Roll Call
2. Minutes of Previous Meeting
3. Executive Secretary
    - Report of Mr. Wilkins
4. Finances
    - Report of Mr. Aaronson
    - Report of Mr. Schieffelin
    - Report of Mr. Wilkins
5. Procedure on Bill
    - Committee hearing date
    - Council organization
    - Printing and Publicity
    - Additional Personnel

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 6884

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
[redacted]

APR 22 1947

April 21, 1947

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Mr. Arnold Aronson
National Community Relations Advisory Council
295 Madison Avenue
New York, N. Y.

Dear Mr. Aronson:

There will be an important meeting of the Executive Committee Friday, April 25th, from 10:30 to 12 at the offices of the National Council, 33 West 60th Street, Room 206.

Will you kindly advise us on the enclosed post card whether or not you will be present.

Cordially,

Roy Wilkins

Roy Wilkins
Chairman
Executive Committee

rw/t
enclosure

EXECUTIVE COMMITTEE

A. A. AUSTIN
SAMUEL BARON
LINNA E. BRESETTE
GEORGE E. BROWN
H. A. DAWSON
THURMAN L. DODSON
RABBI SIDNEY E. GOLDSTEIN
W. C. HANDY
SIDNEY HOLLANDER
GEORGE K. HUNTON
MRS. THOMASINA W. JOHNSON
MORRIS MILGRAM
NATHANIEL MINKOFF
REV. JAMES MYERS
MRS. DOROTHY S. NORMAN
WINIFRED RAUSHENBUSH
ALEX ROSE
RT. REV. JOHN A. RYAN, D.D.
MRS. MABEL STAUPERS
MONROE SWEETLAND
WILLARD S. TOWNSEND
NOAH WALTER, JR.
MAX ZARITSKY
CHARLES S. ZIMMERMAN

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APR 29 1947

Minutes of the meeting of the Executive Committee of the National Council for a Permanent FEPC, 10:30 A.M., April 25th, 55 West 60th Street.

PRESENT: Roy Wilkins (chairman), Arnold Aronson, Max Delson, George Hunton, Elmer Henderson, Alfred Baker Lewis, B. F. McLaurin, Isaiah Minkoff, A. Philip Randolph, Roderick Stephens, Wm. Jay Schieffelin.

The minutes of the last committee meeting were read by Mr. Aronson. On Mr. Randolph's suggestion, it was agreed that the section of the minutes dealing with dispensing of Mr. Church's services be removed.

The minutes of the April 17th Board meeting were read by Mr. Wilkins.

Mr. Stephens reported that Cross & Brown is fairly certain that our office space will be taken by May 1st.

There was some discussion about dropping the name of Mrs. Norton in any further reference to the bill. It was agreed that this was a problem for the Policy Committee to discuss.

Mr. Aronson suggested that the following people, who are now on the Campaign Committee, be invited to serve on the Board: Nelson Rockefeller, Henry Luce, Barney Balaban, Anna Rosenberg, Albert Lasker, Martin Quigley, Walter Mack, Jr., Owen D. Young, etc.

Mr. Delson suggested that we keep these people on the Campaign Committee and ask for their permission to put their names on our stationery.

Mr. Minkoff thought we should see them personally.

Mr. Randolph thought we could see them and get them to attend a money-raising luncheon.

Mr. Delson reported that we had a list of public relations contacts who should be kept in touch with. Quigley promised to work on a motion picture.

Mr. Wilkins read a letter from the Minnesota Council for a Permanent FEPC requesting representation on the Board. After much discussion it was agreed to recommend the appointment of a representative from this Council.

Motion was made by Alfred Baker Lewis, seconded by Wm. Jay Schieffelin, that the committee recommend to the Board that the request of the Minnesota Council be granted and that we write to Mrs. Williams and tell her that the Board will elect the person whom they select from their Council to be represented on the Board; that the committee pass over any attempt to set a policy; and that we consider only this request at this time. Passed

Mr. Wilkins reported that Mr. Sifton had requested permission to have reprinted William'Green's speech at the Board Meeting. It was agreed to have 30,000 printed.

It was suggested that we drop James Quinn from the committee since he has not attended meetings. Mr. Randolph felt that we should write him asking him to designate an alternate representative. It was agreed to suggest Bill Collins as this substitute.

Mr. Wilkins reported that an appointment had been made with Mr. Thackerey of the New York Post for next Tuesday.

Mr. Randolph reported that he would be available on May 2nd for contacting people about the luncheon and that this øø luncheon could be held on the 15th or 22nd of May when he will be in town.

A committee consisting of Wm. Jay Schieffelin, Roy Wilkins, Isaiah Minkoff, Allan Knight Chalmers, was appointed to see Mr. Potofsky.

MINUTES OF THE MEETING OF THE EXECUTIVE COMMITTEE OF THE NATIONAL COUNCIL FOR A PERMANENT FEPC

295 Madison Avenue New York, N.Y. July 2, 1947

The meeting convened at 3:15 P.M.

Those present: Roy Wilkins; A. Philip Randolph; Benjamin F. McLaurin; Isaiah Minkoff; Arnold Aronson; George Hunton; Max Delson and Martin Kyne. Staff: Elmer Henderson; Paul Sifton; Milo Manly and Robert R. Church.

Mr. Sifton gave a brief statement on the status of the bill and the urgent need that it be reported out of the Senate Committee on Labor before Congress adjourns for the Summer. He pointed out the necessity for action by top Republican leadership in order to move the bill in the House. He suggested certain basic publicity and explanatory material and referred to the conference suggested by Senator Smith with leaders to discuss his "proposed amendment."

Mr. Aronson suggested a definite program to secure active support of the Negro Press. Mr. Wilkins agreed to visit Pittsburgh, Baltimore and possibly Chicago to confer personally with heads of the Courier, Afro-American and Defender. He particularly planned to ask the Courier to sponsor a fund-raising drive through its columns.

Mr. Aronson reported on our present financial status which indicated a balance of about $3200 in the New York account and $1000 in the Washington account. Against this he listed obligations of approximately $3800 for the month of July. He suggested that our program for the period while congress is in recess be fitted to our finances and emphasized the necessity of having a substantial balance on hand when Congress returns in January.

There was considerable discussion about the 60th Street office. Mr. Kyne agreed to check with one or more of his local unions that needed space although he feared the rent was too high. Mr. Wilkins stated the firm of Crosse and Brown had a prospect. Mr. Aronson said several prospects had contacted him all of whom felt the rental figure was too high. Mr. Aronson suggested that it might be well to take an immediate loss rather than to continue paying for the space and recommended that a committee be appointed to dispose of the property at the best terms possible.

At Mr. Randolph's suggestion Mr. Wilkins and Mr. Minkoff agreed to act as a committee with authority to make the best arrangements possible to get rid of the 60th Street office. At. Mr. Aronson's suggestion the Committee was to insert an ad in the Sunday New York Times.

Mr. Aronson reported our prospects for funds as being: $5000.00 from the ILGWU; $7000.00 from the Jewish organizations and probably $2000.00 from AF of L Unions as a result of the New York luncheon.

Mr. Wilkins reported a letter from Miss Sidney Wilkinson stating it to be her understanding that the total indebtedness to the old staff would be paid. It was agreed that before July 15 we pay all of the balance of back salaries due the old staff. It was also agreed that Mr. Church be paid in full up to his last statement.

Mr. Randolph stated that the major sources of income in the past had come from the local councils and that the building of local councils all over the country should be continued. He suggested a large National Conference of delegates from local councils and other interested persons to be held early in January 1948. This was agreed to. He pointed out the importance of giving the local councils a feeling of participation in all phases of our effort, not merely as sources for funds. He reported that recently he and Mr. McLaurin had reactivated the local councils in Buffalo and Albany. He suggested that an FEPC council be formed in the Elk's Grand Lodge. He reported that he had to break an appointment with Philip Murray but planned to see him at an early date on a contribution from the Steelworkers.

Mr. Henderson suggested that during the summer our emphasis should be on a field program to visit as many key communities as possible to organize or revive local councils and to promote the program and lay plans for fund raising. Mr. Bishoff supported this idea pointing out that it is important that we have an indication of strength throughout the country as well as financial support.

Mr. Aronson suggested that a specific program for activising local councils be developed. Major cities should be classified from the standpoint of finances and political strategy. He stressed the importance of having local councils broadly representative of the community at large and proposed that national organizations, through representatives on the Board, notify their local groups in advance of visits by Council fieldmen to lend their active support to the formation of local councils. Mr. Hunton suggested that Board members should give the names of leaders of their organizations in local communities. Mr. Aronson suggested that during the summer both Mr. Manly and Mr. Henderson devote the major portion of their time to field work.

Mr. Church suggested that Mr. Randolph give two or three weeks to FEPC for appointments to be made by Mr. Aronson. Mr. Randolph agreed to give some time.

Mr. Randolph said he would request Dr. J.B. Martin to permit us to raise money at the East-West game in Chicago. He also suggested that AF of L Luncheons be arranged in Boston, Philadelphia and Chicago. He proposed further that CIO Luncheons also be arranged to which Mr. Kyne agreed.

Mr. McLaurin suggested a large souvenir program such as that made up by the Liberal Party as a means of fund raising.

Mr. Aronson suggested that Mr. Sifton draw up a tabulation of the doubtful votes in the Senate and House to be used in planning field work.

Mr. Manly was asked to proceed immediately to visit Philadelphia, Pittsburgh, Boston and Indianapolis and to continue to work on the projects already under way with the Elks and Baptists.

Mr. Henderson was asked to proceed to Michigan, Ohio, Illinois and Missouri.

Mr. Sifton was authorised to prepare for printing two pieces of material he presented but to clear with Mr. Wilkins and Mr. Aronson. He was also authorised to have reprints made of the new "Questions and Answers" and the Summary of the Bill.

Mr. Sifton suggested that the UAW through its Fair Practices Committee may be induced to contribute some funds if a resolution to that effect could get before the Executive Board. Mr. Henderson stated he planned to discuss this with Mr. Oliver when he visits Detroit.

Mr. Minkoff suggested that conferences be arranged with the heads of all important international unions.

There was some discussion of the $50.00 contribution from the Rubber Workers, CIO, and some feeling was expressed that a protest should be made over the small amount.

Mr. Sifton suggested a radio platter series and the preparation of a small book of dialogue based upon the Senate committee hearings. Mr. Minkoff proposed that a special committee of artists be asked to prepare the script for a drama on FEPC. It was recommended that Mr. Sifton submit a list of suggested promotional materials.

Mr. Minkoff suggested that the new stationary be revised because of errors in the list of its board of directors and the cooperating organizations on the back. He further suggested that the stationary include some reference to the specific bills supported by the Council. These recommendations were adopted.

It was agreed that the following names be submitted to the Board for membership:

Mayor Hubert H. Humphries
John L. Lewis
Ira F. Lewis
Lucius Harper
William I. Gibson
Max H. Sorenson

It was agreed that vacations would be granted Mr. Sifton, Mr. Manly and Mrs. Hopson.

Respectfully submitted,

Elmer W. Henderson
Elmer W. Henderson

National Council

for a **Permanent Fair Employment Practice Committee**

930 F Street, N. W., Washington 4, D. C. **Telephone: Executive 2233**

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Chairman, Executive Committee
ROY WILKINS

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
ELMER W. HENDERSON

Director, Legislative and Public Relations
PAUL SIFTON

National Board of Directors
Roger N. Baldwin
Miss Linna E. Bresette
James B. Carey
Rev. J. Henry Carpenter
Ashby Carter
Leo M. Cherne
Robert R. Church
Earl B. Dickerson
Max Delson
Thurman L. Dodson
Melvyn Douglas
Elsie Elfenbein
Edwin R. Embree
Henry Epstein
Judge Gerald F. Flood
William I. Gibson
Frank Goldman
Rabbi Sidney E. Goldstein
Lester B. Granger
Bishop J. A. Gregg
John Green
William Green
Most Rev. Francis J. Haas, D.D.
Dr. Cameron Hall
Lucius C. Harper
Adolph Held
Sidney Hollander
Charles H. Houston
Hubert H. Humphrey
George K. Hunton
Mrs. Thomasina W. Johnson
Alfred Baker Lewis
Ira F. Lewis
Mrs. Ruth B. Lipper
Benjamin F. McLaurin
Morris Milgram
Philip Murray
Cecil E. Newman
Dorothy S. Norman
Chat Patterson
Jacob S. Potofsky
Judge Joseph M. Proskauer
Winifred Raushenbush
Walter Reuther
Col. Milton Richman
G. Howland Shaw
Boris Shishkin
Mrs. Harper Sibley
Max H. Sorenson
Roderick Stephens
Willard S. Townsend
Noah Walter, Jr.
Philip Weightman
Walter White
J. Finley Wilson
Dr. Stephen S. Wise
Samuel Wolchok
Max Zaritsky
Charles S. Zimmerman

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September 11, 1947

Mr. Arnold Aronson
National Community Relations
Advisory Council
295 Madison Avenue
New York 17, N.Y.

Dear Mr. Aronson:

Will you make every effort to attend a meeting of the executive committee of the National Council for a Permanent FEPC at 10:00 A.M. on Monday September 22 in the offices of the National Community Relations Advisory Council, Room 4107, 295 Madison Avenue, New York City?

Matters of importance to our effort to mobilize the country behind the permanent FEPC bill will be discussed.

Please let me know if you can be present.

With highest regards.

Sincerely yours,

A Philip Randolph

A. Philip Randolph
Co-Chairman

OUTLAW DISCRIMINATION IN EMPLOYMENT

Pass Senate Bill 984 and House Bill 2824

181

NCFEPC Executive Com

EXECUTIVE COMMITTEE **September 22, 1947**

REPORT AND RECOMMENDATIONS

FIELD WORK

Our primary and most urgent need is to expand our field program. We have been in touch with a large number of individuals and organizations around the country by correspondence but this is not sufficient to energize our local groups to the extent required. Mr. Manly has visited a number of cities on the East Coast and I have been working in Cleveland, Detroit, Chicago, Columbus and Cincinnati. It takes personal contact with relative frequency to really get an action program going. We have the nuclei of very active groups all over the country but it will take personal contact to move them and constant guidance in their local programs. Two of the former members of the Council's field staff, both highly recommended by Mr. Randolph, are available for employment for a minimum of six months; Mr. Charles Toney of Davenport, Iowa would handle the Mid-West States with emphasis on certain cities. Mrs. Anna Belle Douglas would handle the Southern States with emphasis on certain cities. Their former salary was seventy-five dollars a week. I believe they would accept $325 a month although $350 would be a better figure. The established per diem is eight dollars per day in the field. I have an analysis of how this would affect our current budget. I also have an ideal breakdown of the country for field work in the event our finances permit further additions.

I have here a list of primary duties of field workers which can also be considered as the basis of a program for local councils. The basic job of our councils involves the following: raising funds; educating the general public; applying pressure. There are a number of ways this can be done but they will have to be left to the wisdom and discretion of our field representatives and local leaders, with recommendations, of course, from us.

I recommend the immediate offer of employment to Mrs. Douglas and Mr. Toney.

FUNDS

Our income in July and August was derived mainly from several large contributions. We have here our current balance and immediate prospects. I have recently circulated all of the CIO internationals that have not yet contributed. I am in the process of circulating all of the AF of L internationals. I had planned to organize a series of trade union luncheons in several key cities, but decided to wait until we saw the results of the New York luncheon. I have recently approached Marshall Field and the Julius Rosenwald Fund. Our New York campaign committee of business men should be re-activated. We have a letter from Oren Root expressing interest and an apparent willingness to serve. It would be well also if we could follow through on Mr. Church's and Mr. Aronson's proposal for personal contacts by Mr. Randolph. Mr. Wilkins agreed to solicit a program of fund raising from the Negro Press. November would be a good time for this. We should also consider Mr. McLaurin's Proposal for a large souvenir program. I suggest a broad mail solicitation around the latter part of November before Christmas spending becomes too heavy. We are organizing a luncheon of Negro business men in Chicago for fund solicitation and have high hopes for a good response. If this is successful we will have one in Detroit and other cities. Our Washington, D. C., local council has a plan of fund raising already drawn up and will move on it very soon. The album plan that Mr. Kearse outlined to Mr. Manly might be canvassed further. I am planning to write all of our cooperating national organizations that have not recently sent funds. Our local councils are continually being urged to send in money. They must be energized first, however.

LITERATURE

We are seriously handicapped by the lack of literature. We must have some explanatory material immediately. I believe the revision of the FEPC leaflet which I have made will be a stop-gap.

We need a good statement of the economic effects of job discrimination with other arguments that will appeal primarily to business men and conservatives generally. We need small pamphlets making special appeals to church people, trade union members and racial groups. I have some ideas on these.

Mr. Sifton has some excellent ideas for other material and, I believe, because of the urgency of our need, should be permitted to work primarily on preparing and seeing through the press our basic educational material for the next few weeks. This will, no doubt, require making periodic visits to New York as we cannot do our printing in Washington.

BOARD OF DIRECTORS

I believe we should have a meeting of our Board of Directors on December 15 in Washington. This is about the best date in view of the Christmas holidays and the opening of Congress.

NATIONAL FEPC CONFERENCE

I believe we should set this conference tentatively for the third week in January or later. It is important that some movement of the bill takes place before the conference. We should try to time the conference after the bill is voted out of committee and before it is called up on the floor.

EVIDENCE OF DISCRIMINATION

It is obvious that we must be able to substantiate our claims of widespread discrimination in employment. I am negotiating with the American Council on Race Relations, which is now primarily a research agency, to undertake a systematic country-wide survey for us.

STAFF

I recommend the immediate employment of an additional stenographer.

NEWS LETTER

Nearly 1800 copies of our August 14 newsletter was sent out to a selected list. We are constantly endeavoring to build up and improve our mailing list.

CONGRESSIONAL REPRINTS

We finally received 10,000 copies of the Fulton reprint that includes the text of the bill, a summary of its provisions and a comparison with the Norton bill. This is a very unattractive job and I am dubious of its value. We also received the Chavez reprint which contains a revision of the Norton questions and answers. This is a much better job and, I am sure, will be useful.

LOCAL COUNCIL ACTIVITY

1. Minnesota Council

Covers state. Executive secretary recently appointed (Miss Grace Langley). Planning intensive out-state program.

2. Illinois Council

Covers most of state. Recent high level of activity for state bill. $1000 in debt. Will move this month. Close contact established.

3. Michigan Council

Covers major centers of state. Recent high level of activity for state bill. Will move this month. Has executive secretary who works primarily in Detroit. Asks for help in out-state work.

4. Ohio Council

Covers most of state. Headquarters in Columbus. Has executive secretary. Will activate. Cleveland works on own. Has executive secretary. To meet this month. Cincinnati to meet this month. Good leadership but difficult community.

5. Pennsylvania Council

Factional split throughout state but had high level of activity during state fight. Manly hoping to get working groups going soon in Philadelphia with

C.E.J.O. as nucleus.

6. Denver Colorado Council

Being reorganized. Some personality difficulty but seems ironed out.

7. Los Angeles Council

Reorganized in late spring. Active leadership. Planning mass meeting for Chairman Randolph in October.

8. Washington, D. C., Council

Reorganized with definite plan of action. Recognize major task as fund raising. Membership being broadened.

9. San Francisco Bay Area Councils

Mainly Council on Civic Unity, Brotherhood of Sleeping Car Porters and remnants of State FEPC Committee. Good leadership in Harry Kingman and C. E. Dellums.

10. Boston - Worcester, Mass. Councils

Visits by Manly.

11. Albany, Buffalo Councils

Visits by Randolph and McLaurin. Await personal follow-up by field representatives.

12. Portland, Salt Lake City, Nashville, Chattanooga

Visits by Randolph. Await follow up work of field representatives.

13. Kansas City, Memphis

Visits by Randolph.

14. New Jersey State Advisory Committee

Contact by Manly.

NEXT NEWSLETTER

On local council activity and personalities and the field appointments, if approved.

Budget

Balance - September 16

Amalgamated	10,727.22
Hamilton	520.45
Total	11,247.67

Certain Prospects

I.L.G.W.U.	5,000.	
Nat'l Baptist Convention	250.	(500?)
Kappa Alpha Psi	200.	
Total	5,450	

Monthly operating

Payroll	1,754.
Rent	111.
Tel & Tel	200.
Mimeo & Stamps	200.
Travel	400.
Total	2,665

Each additional field worker

Salary	325.	
Per diem (25 days @ $8.00 per)	200.	
Travel	200.	
Expenses	50.	
Total for one		775.
Total for two		1550.

Major Contributions Received in July and August

CIO	$5,000
American Jewish Committee	$5,000
United Steel Workers	$2,500
American Jewish Congress	$1,000
Nelson A. Rockefeller	$1,000
Los Angeles Council	$1,000

Duties of Field Representatives

1. To represent the National Council and assist in carrying out its program within certain regions.

2. To form, strengthen and guide local councils wherever they can be effective. This will be done under certain general principles, as follows -

   a) Local councils should reflect our cooperating national organizations as much as possible.

   b) The neucleus can generally be found among the following: The Brotherhood of Sleeping Car Porters, the NAACP, the Jewish Community Council, the local Church Federations, the Catholic Interracial Council and CIO and AFof L officials whose names will be supplied.

   c) Special appeals or techniques may be used with different groups given the circumstances in the local communities.

3. To win support for the bill from as many groups and individuals as possible. This through appearing before meetings, personal conferences, etc.

4. Develop a general educational program through unions, churches, lodges, local organizations, etc. Have literature distributed as widely as possible.

5. Visit and cultivate newspaper reporters and editors. Send press material on local activity. Seek and suggest favorable editorials.

6. Endeavor to obtain statements, written if possible, from key local leaders and resolutions from different groups. Circulate widely.

7. Organize city-wide or regional conferences and demonstrations where feasible and profitable.

8. Raise funds for the National Council through appeals to local organizations, unions, churches, personal contacts with individual prospects, etc. Other techniques will be suggested from time to time.

9. Form small but representative delegations to call on Congressmen and Senators while they are at home. Acquaint them with provisions of bill and be in position to answer the usual objections.

10. Contact political leaders of both parties. Seek their endorsement and help with Congressmen.

11. Observe evidences of employment discrimination and send in to National Council. Also publicize locally.

12. Begin organizing delegations for National conference in Washington next January and alerted groups for Washington visit when bill hits the floor.

Field Work

Region 1 - New England

New York
Rhode Island
Mass.
Maine
Vermont
New Hampshire
Conn.

Region 2 - Middle Atlantic

Penn.
Delaware
Maryland
Virginia
New Jersey
D.C.

Region 3 - South

North Carolina
South Carolina
Alabama
Florida
Oklahoma
Mississippi
Georgia
Louisiana
Texas
Arkansas
Tennessee

Region 4 East Central

Michigan
Ohio
Indiana
Kentucky
West Virginia

Region 5 - West Central

Illinois
Iowa
Minnesota
Wisconsin
Nebraska
Colorado
Kansas
Missouri

Region 6 - West Coast

California
Washington
Oregon

Region 7 - Rocky Mountain States

Idaho
South Dakota
Arizona
Wyoming
Nevada
Montana
Utah
North Dakota
New Mexico

List of Important Cities

New York

New York
Albany
Buffalo

Virginia

Richmond
Norfolk

New Jersey

Jersey City
Trenton
Newark
Atlantic City
Camden

Delaware

Wilmington

California

San Francisco
Los Angeles

Missouri

St. Louis
Kansas City

Wisconsin

Milwaukee

Nebraska

Omaha

Texas

Houston
Dallas
Fort Worth

Louisiana

New Orleans

Conn.

Hartford
Bridgeport

Ohio

Cincinnati
Columbus
Cleveland
Toledo

Kentucky

Louisville

Illinois

Chicago
Peoria
East St. Louis

District of Columbia

Washington

Georgia

Atlanta
Savannah

North Carolina

Durham

Arkansas

Little Rock

Utah

Salt Lake City

Oregon

Portland

Maryland

Baltimore

Mass.

Boston
Worcester

Michigan

Detroit
Flint
Grand Rapids

Penn.

Pittsburgh
Philadelphia

Florida

Jacksonville
Miami

Iowa

Des moines

Minnesota

St. Paul
Minneapolis

Colorado

Denver

Washington

Seattle

Alabama

Birmingham
Montgomery

Cities for Immediate Attention

Mr. Toney:

St Louis, Kansas City, Milwaukee
Indianapolis, Gary, Cincinnati
Louisville, Columbus

Mrs. Douglass:

Atlanta, New Orleans, Houston
Dallas, Fort Worth, Durham
Jacksonville, Birmingham, Montgomery

Mr. Manly:

Pittsburgh, Philadelphia, Baltimore
Newark, Trenton, Jersey City,
Camden, Atlantic City, Wilmington,
Hartford, Boston, Buffalo, Albany
Richmond, Norfolk

Mr. Henderson:

Cleveland, Detroit, Chicago

Mr. Randolph:

San Francisco, Los Angeles

[illegible]

Israel Feinberg

New Party
meeting Sept 22

Harry Laidler
Nathaniel Minkoff
Louis Nelson
Mgr 155 ILG

Ben Horowitz
Joint Bd.

Willie Wolpert
United Hebrew
Trades

NC FEPC
Executive
Comm

Minutes of the Meeting of the Policy Committee and Executive Committee

September 29,1947 Broadway Tabernacle Church

Present: Chalmers; Hexter; Aronson; I. Minkoff; White; N. Minkoff; Hunton; Lewis. Staff: Henderson; Sifton

Policy Committee

There was considerable discussion and exchange of opinions on the questions of the attitude of the Council toward Senator Smith. It was finally decided that a meeting be arranged with him on his return from Europe and an effort be made to get from him a flat commitment of full support for the bill without crippling amendments. If this is not obtained, the Council will meet to consider removing him from the list of sponsors and to take other appropriate action.

There was also considerable discussion of the issue of supporting the bill to change the rules of the Senate. Mr. White felt that such a bill was necessary before the filibuster could be broken. There was consensus, however, that we would push our bill regardless of the anti-filibuster bill on the theory that a filibuster could be broken more readily if an important issue like our bill is involved. Furthermore, it seemed unlikely that sufficient popular support could be aroused for the issue of a change of rules itself and the anti-filibuster bill would be subject to a determined filibuster anyhow.

There was also the question of priority of organizational support for the FEPC, anti-lynching and anti-poll-tax bills. There was consensus, however, that the FEPC bill be pushed by the National Council without, of course, in any way devaluing the importance of the other measures.

It was suggested that regular meetings of the policy committee be held and that an agenda of questions with appropriate background material be prepared in advance.

Executive Committee

It was agreed that Mrs.Anna Belle Douglas of New Orleans be employed as a field worker to work primarily in the South with a salary guarantee for three months at $350. per month.

Mr. Wilkins and Mr. Aronson were appointed a committee to consider the addition of further field workers.

It was suggested that we ask our cooperating organizations to provide the National Council with field organizers.

A tentative date for the national delegate conference in Washington was set for February 1, 1948

A meeting of the Board of Directors was set for December 15.

It was agreed that a campaign committee for funds would be organized and that Oren Root would be asked to serve.

Mr. Sifton was asked to attend the CIO Convention and plan a luncheon with key CIO officials on support for the National Council.

Dr. Chalmers, Mr. Hunton and Mr. Aronson were appointed a committee to make plans for an FEPC Sunday.

National Council

for a Permanent Fair Employment Practice Committee

930 F Street, N. W., Washington 4, D. C. **Telephone: Executive 2233**

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER

Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH

Chairman, Executive Committee
ROY WILKINS

Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
ELMER W. HENDERSON

Director, Legislative and Public Relations
PAUL SIFTON

National Board of Directors
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Philip Weightman
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J. Finley Wilson
Dr. Stephen S. Wise
Samuel Wolchok
Max Zaritsky
Charles S. Zimmerman

NC-FEPC
Executive
Com

November 6, 1947

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York, N. Y.

Dear Chief;

I am enclosing herewith minutes of the Executive Committee for September 22nd, and the Policy Committee and the Executive Committee for September 29th.

Sincerely yours,

Elmer

OUTLAW DISCRIMINATION IN EMPLOYMENT

Pass Senate Bill 984 and House Bill 2824

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Minutes of the Meeting of the Executive Committee

September 22, 1947 Offices of N.C.R.A.C.

Present: Randolph; I.Minkoff; N. Minkoff; Hexter; MacLaurin; Aronson; Lewis; Delson; Trager; Chalmers; Hunton. Staff: Henderson; Sifton; Manly.

Mr. Aronson suggested that a policy decision should be made on meeting the expenses of officers and board members while traveling or acting for the National Council. No decision was reached.

Mr. Henderson presented a suggested program of field activity and recommended the immediate appointment of two field workers. Mr. Minkoff suggested that the field program should be planned in relation to our prospective finances. A discussion of the budget and outstanding obligations of the Council was had. Mr. Henderson and Mr. Manly were asked to review the present status of the local councils which they did.

It was decided that the appointment of field workers be deferred until the next meeting of the executive committee.

Mr. Randolph gave an encouraging picture of support from trade unions.

Mr. Randolph agreed to give the Council one month from January 15 to February 15.

The next meeting was scheduled for September 29 at 10:00 A.M. in the office of Dr. Chalmers.

National Council

for a **Permanent Fair Employment Practice Committee**

930 F Street, N. W., Washington 4, D. C. **Telephone: Executive 2233**

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SENATOR ROBERT F. WAGNER

Co-Chairmen
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A. PHILIP RANDOLPH

Chairman, Executive Committee
ROY WILKINS

Treasurer
WILLIAM JAY SCHIEFFELIN

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Walter White
J. Finley Wilson
Dr. Stephen S. Wise
Samuel Wolchok
Max Zaritsky
Charles S. Zimmerman

Executive Secretary
ELMER W. HENDERSON

Director, Legislative and Public Relations
PAUL SIFTON

November 10, 1947

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NOV 12 1947

Mr. Arnold Aronson
National Community Relations Advisory Council
295 Madison Avenue
New York 17, N.Y.

Dear Mr. Aronson:

Will you make every effort to attend an important meeting of the Executive Committee of the National Council for a Permanent FEPC on Thursday morning, November 20 at 10 oclock in the offices of the National Community Relations Advisory Council, 295 Madison Avenue, New York, N.Y.

Please confirm by letter.

Sincerely,

Roy Wilkins

Roy Wilkins,
Chairman, Executive Committee

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OUTLAW DISCRIMINATION IN EMPLOYMENT

Pass Senate Bill 984 and House Bill 2824

Minutes of the Meeting of the Executive Committee

November 20, 1947 N.C.R.A.C.

Present: Chalmers, MacLaurin, Delson, Hunton, Schieffelin, Root, Newman Levy (for Hexter). Henderson, Sifton, Jules Cohen (NCRAC-N.Y. Council).

Mr. Aronson reported that Mr. Kyne had not received a notice of this meeting.

Mr. Aronson reported a balance of $3700. one thousand of which was security for the 60th Street office.

Henderson reported on a luncheon held in Chicago on November 17 from which receipts in excess of $2,000. should come in.

Mr. Sifton emphasized the necessity of utilizing to the fullest the present political situation and the desire of both major parties to secure the votes of various minorities. He read and discussed a release recently issued on hopeful signs for the passage of the legislation.

It was agreed that Mr. Church would be asked to report to Washington before December 15. Travel and expenses of ten dollars a day would be provided. Mr. Root said he felt Mr. Church's expenses could be raised.

Mr. Root agreed to write and see Senator Smith of New Jersey in the hope of influencing his views.

Mr. Cohen presented a plan for a Madison Square Garden mass rally in New York to be sponsored jointly by the National Council and the New York Council. Dr. Chalmers appointed a sub-committee to consider the proposal and report to the next executive meeting. Max Delson, chairman; Oren Root and Ben. MacLaurin, Henderson and Cohen, consultants.

There was discussion of the December 15 meeting of the Board of Directors and it was agreed to leave arrangements up to the Washington office.

There was also discussion of the National Conference to be held in Washington in late January or February. It was suggested that feelers be sent out and a report made at the Board meeting, December 15.

Mr. Sifton pointed out the need of current facts on discrimination. Henderson reported that the American Council had agreed to help after its November conference and a follow-up would be made with Louis Wirth.

It was agreed that a communication be sent to Roy Wilkins on behalf of the Executive Committee hoping for a quick recovery.

The next meeting of the Executive Committee was scheduled for December 8 at 10:30 a.m.

EWH

Elmer W. Henderson
Executive Secretary

National Council

for a **Permanent Fair Employment Practice Committee**

930F Street, N. W., Washington 4, D. C. **Telephone: Executive 2233**

Honorary Chairmen
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DEC - 1 1947

November 28, 1947

Mr. Arnold Aronson
National Community Relations Advisory Council
295 Madison Avenue
New York 17, N.Y.

Dear Mr. Aronson:

Will you make every effort to attend an important meeting of the Executive Committee of the National Council for a Permanent FEPC on December 8, 10:30 a.m. in the offices of the National Community Relations Advisory Council, 295 Madison Avenue, New York, N.Y.

Please confirm by letter.

Sincerely,

Roy Wilkins

Roy Wilkins,
Chairman, Executive Committee

181

OUTLAW DISCRIMINATION IN EMPLOYMENT

Pass Senate Bill 984 and House Bill 2824

NC FEPC
Executive
meeting

AGENDA

Meeting of National Board of Directors

Willard Hotel — December 15, 1947

Afternoon Business Session - Parlor A 2 p.m.

- Introductions - Outline agenda
- The Legislative Situation - Paul Sifton - R.R. Church
- Problems of organization - Henderson - Manly
- Budget and Fund Raising - Aronson - Henderson
- A. Philip Randolph tour and series of mass meetings
  Henderson - Sifton
- National Conference in February - Henderson
- Publicity - literature - Sifton
- Resolutions

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Minutes of a meeting of the Executive Committee of the National Council for a Permanent FEPC, January 26, 1949.

Present:	Roy Wilkins, Chairman
	A. Philip Randolph
	Max Delson
	George Hunton
	Alfred Baker Lewis
	Ben McLaurin
	Sam Rhinestine
	Col. Wm. Jay Schieffelin
	Roderick Stevens
	Arnold Aronson

Political Developments

Mr. Wilkins summarized the activities which had been conducted prior to the opening of the Congress. He reported that pre-election questionnaire seeking commitments for an FEPC with enforcement powers had been sent to all candidates for the House and Senate. Candidates for the Senate were also asked to commit themselves with respect to cloture and to a change in the Senate rules. Although the number of favorable responses received from Congressional candidates was very encouraging, Mr. Wilkins advised that only a few Senatorial candidates were willing to pledge themselves unequivically in support of an effective FEPC bill. Follow-up letters, he stated, had been sent to all successful candidates.

Mr. Wilkins advised that efforts had been undertaken to bring about the early introduction of our bill in order to forestall the delays which had been attendant in previous Congresses. To this end, contact had been established with the sponsors of our bill in the 80th Congress, as a result of which, the identical bill introduced last year was reintroduced on the opening day of the new Congress with the identical sponsors.

Although we had intended that the prime sponsor in the Senate be a Democrat, the Democratic sponsors (Myers, Chavez, Downey, Murray) agreed to have Senator Ives (R.-N.Y.) continue as the prime sponsor. Other Republican sponsors include Morse, Saltonstall, Smith. The bill is S 174.

Mr. Wilkins reported that companion bills had been introduced in the House as follows:

Powell	(D.-N.Y.)	HR 21
Fulton	(R.-Pa.)	HR 64
Javits	(R.-N.Y.)	HR 192
Celler	(D.-N.Y.)	HR 371
Dawson	(D.-Ill.)	HR 384
Douglas	(D.-Calif.)	HR 792
Dollinger	(D.-N.Y.)	HR 1348
Norton	(D.-N.J.)	HR 1578

There was considerable discussion as to which of the House sponsors should be designated as the prime sponsor. There was agreement that this designation should go to a Democrat in view of Senator Ives' leadership in the Senate. It was recommended that efforts be made to obtain Congressman Dawson's assent to such a designation, in view of his close contact with the administration. Should Congressman Dawson be reluctant to have the bill identified as the Ives-Dawson bill, it was recommended that an approach be made to Helen Gahagan Douglas.

Mr. Wilkins pointed out that extended public hearings had been used in the past to postpone action on FEPC legislation. Moreover he suggested that the number of major bills now before the Senate Labor and Public Welfare Committee, such as Taft-Hartley, Federal Aid to Education, Health Insurance, Minimum Wage, etc. made early hearings on S 174 unlikely. In view of the fact that the Committee, after extended hearings, had reported favorably on the identical bill last year, it was agreed that an effort be made to dispense with hearings during the current session. It was recommended that cooperating organizations be requested to communicate with Senator Elbert Thomas, Chairman of the Senate Labor and Public Welfare Committee, urging that S 174 be reported out without hearings. It was suggested that the cooperating organizations be reminded that Senator Thomas has consistently voted in support of FEPC and that letters directed to him, therefore, should be conciliatory in tone. It was further recommended that the cooperating organizations write to members of the Labor and Public Welfare Committee from their respective states urging support of a motion to dispense with hearings on FEPC. All such correspondence should emphasize the extended hearings and favorable committee report given to the identical measure during the last session of the Congress. The composition of the Senate Labor and Public Welfare Committee follows:

Democrats

Thomas - Utah
Murray - Montana
Pepper - Florida
Hill - Alabama
Neely - West Virginia
Douglas - Illinois
Humphrey - Minnesota

Republicans

Taft - Ohio
Aiken - Vermont
Smith - New Jersey
Morse - Oregon
Donnell - Missouri

Organization

Mr. Hunton reported that he and Mr. Randolph had conferred with Mr. Martin Quigley and had secured the latter's consent to serve as a Co-Chairman of the Council. Mr. Quigley is the founder and President of the Quigley Publishing Company, which publishes various motion picture trade journals, including the Motion Picture Herald and the Motion Picture Daily. He was a member of the businessmen's committee organized by Oren Root in support of the FEPC bill in the 80th Congress, and had actively solicited funds and support for the Council from leaders in the motion picture industry. It was unanimously voted that Mr. Quigley be nominated as Co-Chairman and that members of the Board be asked to vote by mail on this nomination. It was further recommended that the possibility of securing a third co-chairman, preferably from the C.I.O., be explored.

Upon a motion by Mr. Aronson, it was unanimously voted that the Governors of those states with effective FEPC laws be invited to serve as honorary co-chairmen. These include Dewey (R.-N.Y.) Driscoll (R.-N.J.) Dever (D.-Mass.,) and Bowles (D.-Conn.,)

State Campaigns

There was a brief summary of the various state FEPC campaigns now in progress. It was reported that the Council was providing materials and guidance to several state committees and it was the general concensus that enactment of three or four effective state bills during the present legislative session was highly probable.

Finances

Mr. Wilkins reported a bank balance of approximately $250. He stated that since the adjournment of the 80th Congress, the Council had moved to smaller and less expensive quarters and had reduced the staff to one person full time. In addition, Mr. Robert Church has continued to serve in a consultative capacity on a per diem basis. Mr. Wilkins stated that all current obligations had been met and that the Council's long-term indebtedness had been reduced to approximately $6500. After considerable discussion of the financial requirements for the current campaign, an over all budget of $50,000 was voted. Mr. Wilkins and Mr. Aronson were directed to formulate an itemized budget and to communicate with the various cooperating organizations with respect to financial contributions. The need for immediate financial assistance to make possible the employment of an adequate staff was stressed.

It was emphasized that a greater proportion of the total budget would have to be derived from national organizations this year than in the past, since the financial resources of local FEPC councils were being utilized almost exclusively for state campaigns. It was pointed out that the state FEPC councils were working on budgets of from $25,000 - $30,000 and that a budget of $50,000 was therefore minimal for an effective nation-wide campaign.

Respectfully submitted,
Arnold Aronson
ARNOLD ARONSON, Secretary

National Council

for a Permanent Fair Employment Practice Committee

930 F Street, N. W., Washington 4, D. C.

Telephone: Executive 2233

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[redacted]

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Dr. Stephen S. Wise
Samuel Wolchok
Max Zaritsky
Charles S. Zimmerman

NC-FEPC
Executive Committee

February 21, 1949

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 W. 125th St.,
New York, N. Y.

Dear Board Member:

I am certain that you will be interested in the enclosed minutes of the last meeting of our Executive Committee, and I sincerely hope that you and your organization will implement the recommendations contained therein.

May I urge in particular that you notify the office before March 1 of your vote on the nomination of Mr. Martin Quigley as a Co-Chairman of the Council.

Sincerely,

Roy Wilkins

ROY WILKINS
Chairman, Executive Committee

Enc.

"... THE TIME FOR ACTION IS *NOW*"—President's Committee on Civil Rights, October 29, 1947

Pass Senate Bill 984 and House Bill 2824

181

National Council

for a Permanent Fair Employment Practice Committee

930 F Street, N. W., Washington 4, D. C. Telephone: Executive 2233

Executive Secretary
[redacted]

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Sidney Hollander
Charles H. Houston
Hubert H. Humphrey
George K. Hunton
Thomasina W. Johnson
Alfred Baker Lewis
Ira F. Lewis
Ruth B. Lipper
Benjamin F. McLaurin
Morris Milgram
Philip Murray
Cecil E. Newman
Dorothy S. Norman
Chat Patterson
Jacob S. Potofsky
Judge Joseph M. Proskauer
Winifred Raushenbush
Walter Reuther
Col. Milton Richman
G. Howland Shaw
Boris Shishkin
Mrs. Harper Sibley
Paul Sifton
Max H. Sorenson
Roderick Stephens
Willard S. Townsend
Noah Walter, Jr.
Philip Weightman
Walter White
J. Finley Wilson
Dr. Stephen S. Wise
Samuel Wolchok
Max Zaritsky
Charles S. Zimmerman

December 5, 1949

TO MEMBERS OF THE BOARD OF DIRECTORS:

There will be a meeting of the Board of Directors on Wednesday, December 14, 1949, at 2:00 p. m., 3rd Floor Club Room, YWCA, 17th and K Streets, N. W., Washington, D. C.

This will be an especially important meeting and we want to urge that you make every effort to attend so that we might discuss the status and plan strategy for our fight for a Federal FEPC. Please use the enclosed card to let us know whether we may expect you.

Sincerely yours,

A Philip Randolph

A. Philip Randolph
Co-Chairman

"... THE TIME FOR ACTION IS *NOW*"—President's Committee on Civil Rights, October 29, 1947

Pass Senate Bill ~~984~~ and House Bill ~~2824~~
1728 4453

181

THIS SIDE OF CARD IS FOR ADDRESS

NATIONAL COUNCIL FOR A PERMANENT FEPC
930 F STREET, N. W.
WASHINGTON 4, D. C.

will
I ______ attend the Bd. of Directors meeting
will not

Wed., Dec. 14, 1960, at 2:00 p.m., 3rd Floor

Club Room, YMCA, 17th and K Sts., N.W., Wash., D.C.

NCFEPC
Bd. of Directors
Executive
Bd

____

National Council for a Permanent FEPC in cooperation with the

NATIONAL EMERGENCY CIVIL RIGHTS MOBILIZATION

• • • dedicated to the enactment of fair employment practice legislation

930 F St., N.W., Washington 4, D.C. • Telephone: Executive 2233

April 21, 1950

Memorandum to Executive Committee

There will be an important meeting of the Executive Committee on Friday, April 28, at 2 P.M. in the offices of the NCRAC, Room 4107, 295 Madison Avenue, N.Y.City.

Please indicate on the enclosed card whether you will be able to attend.

Arnold Aronson
Secretary

AA:RB
Enc.

NATIONAL COUNCIL FOR A PERMANENT FEPC

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REV. ALLAN K. CHALMERS • MARTIN QUIGLEY • A. PHILIP RANDOLPH

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WILLIAM J. SCHIEFFELIN

Chairman, Executive Committee
ROY WILKINS

Secretary, Executive Committee
ARNOLD ARONSON

NATIONAL EMERGENCY CIVIL RIGHTS MOBILIZATION

Chairman
ROY WILKINS

Secretary
ARNOLD ARONSON

Assistant Secretary
HERBERT M. LEVY

Partial List of Cooperating National Organizations

- African Methodist Episcopal Church
- Alpha Kappa Alpha Sorority
- Alpha Phi Alpha
- Amalgamated Cothing Workers of America
- Amalgamated Meat Cutters and Butcher Workmen of America
- American Civil Liberties Union
- American Council on Human Rights
- American Council on Race Relations
- American Federation of Labor
- Americans for Democratic Action
- American Friends Service Committee
- American Jewish Committee
- American Jewish Congress
- American Unitarian Association
- American Unitarian Youth
- American Veterans Committee
- Anti-Defamation League of B'nai B'rith
- Association of Catholic Trade Unionists
- Brotherhood of Sleeping Car Porters
- Catholic Interracial Council
- Catholic War Veterans
- Central Conference of American Rabbis
- Church League for Industrial Democracy
- Committee of Racial Equality
- Common Council for American Unity
- Congregational Christian Churches (Council for Social Action)
- Congress of Industrial Organizations
- Council Against Intolerance in America
- Delta Sigma Theta Society
- Evangelical and Reformed Church, General Synod
- Federal Council of the Churches of Christ in America
- Fraternal Council of Negro Churches in America
- Girl Friends, Inc.
- Hotel and Restaurant Employees and Bartenders International Union
- Improved Benevolent & Protective Order of Elks of the World
- Industrial Union of Marine and Shipbuilding Workers of America
- International Brotherhood of Teamsters
- International Ladies Garment Workers Union
- Japanese-American Citizens League
- Jewish Labor Committee
- Jewish War Veterans of the United States
- Kappa Alpha Psi
- League of United Latin American Citizens
- Methodist Church, General Conference
- Methodist Federation for Social Action
- Methodist Ministers' Union
- National Alliance of Postal Employees
- National Association for the Advancement of Colored People
- National Association of Colored Graduate Nurses
- National Association of Colored Women
- National Baptist Convention, U.S.A.
- National Bar Association
- National CIO Committee to Abolish Discrimination
- National Community Relations Advisory Council
- National Council of Catholic Women
- National Council of Jewish Women
- National Council of Negro Women
- National Council of Student Christian Associations
- National Farm Labor Union
- National Medical Association
- National Negro Insurance Association
- National Negro Funeral Directors Association
- National Religion & Labor Foundation
- National Supreme Council of Ancient and Accepted Scottish Rite Masons
- National Urban League
- National Women's Trade Union League of America
- Negro Newspaper Publishers Association
- Omega Psi Phi
- Phi Beta Sigma Fraternity
- Postwar World Council
- Presbyterian General Assembly
- Sigma Gamma Rho Society
- Students for Democratic Action
- Supreme Lodge Knights of Pythias
- Synagogue Council of America
- Transport Workers Union of America
- Union of American Hebrew Congregations
- Unitarian Fellowship for Social Justice
- United Automobile, Aircraft and Agricultural Implement Workers of America
- United Council of Church Women
- United Hatters, Cap and Millinery Workers' International Union
- United Mine Workers of America
- United Packinghouse Workers of America
- United Steelworkers of America
- United Transport Service Employees Union
- Women's International League for Peace and Freedom
- Workers Defense League
- Workmen's Circle
- Young Men's Christian Association, National Board
- Young Women's Christian Association, National Board

Kappa Alpha Psi Alpha Kappa Alpha Phi Beta Sigma Alpha Phi Alpha Sigma Gamma Rho Delta Sigma Theta Zeta Phi Beta

AMERICAN COUNCIL ON HUMAN RIGHTS
1130 SIXTH STREET, NORTHWEST
WASHINGTON 1, D. C.
COLUMBIA 7307

APR 27 1950

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Elmer W. Henderson
Assistant Director
Patricia A. Roberts

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Bertell Collins Wright
Delta Sigma Theta
*National President

April 26, 1950.

Mr. Arnold Aronson, Secretary
National Council for a Permanent FEPC
Room 4107
295 Madison Avenue
New York, New York

Dear Mr. Aronson:

I regret very much that I will be unable to attend the FEPC Executive Committee Meeting on Friday.

Miss Dorothy Height of New York City, national president of Delta Sigma Theta Sorority, will try to be present in my stead. She has full authority to speak for the American Council on Human Rights.

Sincerely yours,

Elmer W. Henderson
Director.

A cooperative program of seven national fraternities and sororities with twelve hundred local chapters throughout the United States

National Council for a
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930 F St., N.W., Washington 4, D.C. • Telephone: Executive 2233

To: Executive Committee
From: Arnold Aronson
Date: July 14, 1950
Re: Meeting Notice

The Executive Committee will meet on Thursday, July 20 at 2 p.m. in the offices of the NCRAC, 295 Madison Avenue, Room 4107.

The agenda will include a discussion of civil rights strategy in the forthcoming elections and in the 82nd Congress, as well as consideration of steps to be taken to insure the full and equitable utilization of minorities in pending manpower mobilization plans.

In view of the extreme importance of these items, I hope you will make every effort to attend.

Cordially yours,

Arnold Aronson

ARNOLD ARONSON
Secretary

AA:DL

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Minutes of Executive Committee Meeting - July 20, 1950

Present were:
Dr. Thomas Allen
Theodore Brown
Robert Church
Violet Gunther
Paul Hartman
Elmer Henderson
George Hunton
Betty Kaye
Alfred Baker Lewis
Will Maslow
A.Philip Randolph
Paul Sifton
Walter White
Roy Wilkins
Arnold Aronson

Mr. Aronson reported that a second attempt to invoke cloture on the motion to take up the FEPC bill had failed by a vote of 55 to 33, nine short of the necessary constitutional two-thirds. He stated that not a single senator had changed his vote from the first to the second test and that the different totals reflected merely different absentees. Taking the two tests together, he said, a total of 60 Senators had voted for cloture. Pointing out that many of those who had voted for cloture were known to be opposed to the bill itself, Mr. Aronson suggested that the cloture vote alone was an inadequate test for determining supporters of civil rights legislation and, he therefore recommended that the vote on the Barkely ruling be used as an added criterion. In analyzing the cloture vote, he pointed out that six Republicans (Bridges, N.H.; Ecton, Mont.; Malone, Nev.; Gurney, S.D.; Mundt, S.D.; Young, N.D.) and six non-Southern Democrats (Chapman, Ky.; Johnson, Col.; Hayden, Ariz.; McFarland, Ariz.; McCarran, Nev.; Kerr, Okla.) had voted against cloture on both tests. Only four of these men (Gurney, Young, Hayden, and McCarran) are up for reelection this year and all come from the states which are removed from centers of minority group population and pressure. Even assuming that every other member of the Senate could be prevailed upon to be present and to vote favorably, he said, the thirty-three recorded negative votes supplemented by the vote of Senator-elect Smathers, would be more than sufficient to prevent cloture. Accordingly, Mr. Aronson concluded, prospects for civil rights legislation in the 82nd Congress appeared dim under the existing cloture rule.

Mr. White voiced the opinion that a change in the Senate rules was prerequisite to the enactment of any civil rights legislation. He reported that the convention of the NAACP had directed that a conference of all interested groups be called in September with a view toward developing a program of political action for the November elections.

Mrs. Gunther suggested that although no action could be expected in this session with respect to a change in the rules, it would nevertheless be desirable to have a bill introduced on which the various organizations were agreed, in order that efforts could be made to secure commitments from candidates with respect to a specific measure.

Upon motion duly made and seconded, it was unanimously voted that a committee be appointed to draft such a resolution and to have it introduced immediately. A committee, consisting of Mrs. Gunther, Chairman, Mr. Brown, Mr. Henderson, Mr. Hines, Mr. Hunton, Mr. Maslow, Mr. Mitchell, and Mr. Aronson was appointed for this purpose.

Mr. Randolph announced that he had sent a telegram to the President requesting the issuance of an Executive Order similar to 8802 setting up a wartime FEPC. This subject, Mr. Randolph said, had been discussed by the Policy Committee in Washington and had been referred to the Executive Committee for its consideration. He explained that he had felt it advisable to send the telegram without awaiting action of the Executive Committee because of the urgency of the situation and because he had felt that the immediate dispatch of the telegram might help induce the President to embody FEPC in his message to the Congress.

Mr. Wilkins advised that a Legal Committee consisting of George Johnson, Frank Reeves, George Weaver, Herman Edelsberg and Clarence Mitchell, had been requested by the Policy Committee to investigate the legal questions involved in the issuance of an Executive Order. It was the view of the Legal Committee, he said, that the prior enactment of legislation granting war powers to the President was prerequisite to the promulgation of an FEPC, in order to provide a legal basis upon which such an Executive order could be based.

Mr. Randolph recommended that an immediate meeting be sought with the President for the purpose of requesting an FEPC order. Referring to the fact that President Roosevelt had taken such action and had provided funds for the FEPC from his own budget, Mr. Randolph expressed the opinion that President Truman had ample authority to do the same.

Mr. Lewis suggested that the President's present powers were inadequate, particularly with respect to the allocations of funds necessary to implement the proposed order.

Mr. Maslow stated that the Russell amendment adopted in 1944 required that all agencies created by Executive Order receive congressional approval after a period of 12 months. In response to a question by Mr. Randolph, Mr. Maslow stated that the funds which President Roosevelt had made available to FEPC were available to him under the war powers granted by Congress and that no such funds presently existed in the Executive budget. He suggested that the objective of fair employment might perhaps be accomplished by setting up machinery for the policing of existing non-discrimination clauses in defense contracts without the need of an Executive Order. The establishment of an FEPC by Executive Order, he observed, was politically difficult at this time and efforts should first be made to secure the same result by indirection. Mrs. Gunther felt that the issuance of an FEPC Executive Order was politically difficult, in view of the action of the Senate and also because such an order would be the equivalent of the McConnell bill which the President and the Democratic leadership had rejected as inadequate.

Mr. Aronson stated that all government contracts and subcontracts are now supposed to include a non-discrimination clause. The rapid expansion of defense production, he suggested, was likely to make most large corporations holders of such contracts and hence subject to a non-discriminatory policy. The problem was to provide machinery for the effective implementation of that policy. In this connection, he suggested that the Economic Mobilization bill presented by the President to the Congress appeared to include sufficient authority under which such machinery could be set up.

Mr. Henderson agreed that steps should be taken to secure adequate policing of existing contracts. Mr. Wilkins suggested that action along these lines by Stuart Symington, Chairman of the National Security Resources Board would have fewer political repercussions than would an Executive Order by the President. Accordingly, he recommended that the first approach be made to Mr. Symington.

Mr. White stated that a number of bills providing for complete mobilization were already being drafted. He suggested that a meeting with the President might arouse opponents of FEPC to a point where they might succeed in specifically providing against an FEPC in the pending legislation. He urged strongly, therefore, that an immediate appointment be requested with Mr. Symington to explore what could be done within the framework of the present plans and recommended that a meeting with the President be deferred until a later date.

Mr. Hunton moved that a representative committee be named to call upon Mr. Symington to insure the effective implementation of existing non-discrimination clauses in government contracts, and to consider such further steps as might be necessary to provide for the full and equitable utilization of minority group workers in the mobilization program. Mr. White moved an amendment to the effect that an Executive Order be drafted and be made available for the meeting with Mr. Symington. Mr. Aronson moved a further amendment to the effect that Secretary of Labor Tobin be invited to participate in the proposed meeting, in order that the role of the U.S.Employment Service with respect to non-discrimination and manpower mobilization might be fully explored.

The motion as amended was unanimously adopted and Mr. White was requested to arrange for an appointment with Mr. Symington. It was agreed that no publicity would be issued regarding the proposed meeting and a committee was named consisting of Mr. Randolph, Mr. White, Mr. Henderson, Mr. Aronson and one representative each from the ADA, the AFL, the CIO, and from the Protestant, Catholic, and Jewish groups.

There was a brief discussion regarding legislative priorities in the next Congress and the financing of the National Council office.

Mr. Lewis moved that the office of the National Council be closed temporarily and that arrangements be made with the telephone company to transfer incoming calls to some other agency.

Mr. Wilkins suggested that there was insufficient time for an adequate discussion of these problems. He therefore recommended that a special meeting be called in three weeks.

Mr. Brown recommended that Mr. Lewis withdraw his motion pending the special meeting and that efforts be made in the interim to explore the possibilities of obtaining the finances necessary to keep the office of the National Council open. Mr. Lewis thereupon withdrew his motion.

It was agreed that the next meeting of the Executive Committee be held in mid-August. Mr. Henderson reminded the Committee that several members had to come from Washington. He therefore recommended that future meetings begin in the morning in order to allow sufficient time for full discussion. Mr. Henderson's suggestion was approved.

Respectfully submitted,

AA:RB

ARNOLD ARONSON, Secretary

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NCFEPC
Steer Com

MEETING NOTICE

To: Executive Committee

From: Arnold Aronson, Secretary

Date: October 19, 1950

There will be an important meeting of the Executive Committee on Wednesday, October 25, at 1:30 P.M. in the office of the NCRAC, 295 Madison Avenue, New York City, Room 4107.

Please make every effort to attend.

AA:RB
Enc.

NC FEP
Gen
Bd

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Minutes of the Executive Committee meeting of October 25, 1950

Present were: A.Philip Randolph, Chairman
Dr.Thomas Allen, Federal Council of Churches
Violet Gunther, Americans for Democratic Action
Elmer Henderson, " Council on Human Rights
Lewis Hines, AFL
Betty Kaye, Jewish Labor Committee
Ted Leskes, American Jewish Committee
Will Maslow " " Congress
Nathaniel Minkoff, ILGWU
Sol Rabkin, Anti-Defamation League
George Soll, American Civil Liberties Union
Paul Sifton, UAW - CIO
Roderick Stephens
Walter White, NAACP
Arnold Aronson, Secretary

Mr. White reported that in accordance with the decision of the preceding meeting, a committee had met with Mr. Stuart Symington and Secretary of Labor Tobin regarding procedures to insure the full and equitable utilization of minorities in the mobilization program. The three major demands submitted by the committee, he said, included:

A. The creation by Executive Order of the President of a Manpower Resources Board, charged with responsibility and armed with authority to implement the non-discrimination clauses included in all government contracts and sub-contracts.

B. The formulation of policies and procedures to insure that the functions of the USES be carried out without discrimination.

C. The appointment of a special assistant to the Chairman of the NSRB, who shall concern himself particularly with the needs and problems of minority groups and who shall be a participant in the planning and making of policy.

Mr. White advised that both Mr. Symington and Secretary Tobin had appeared receptive to these proposals. The third proposal, he stated, had already been acted upon in that George Weaver, a member of this Executive Committee, and formerly Director of the CIO Committee to Abolish Discrimination, had been named as special assistant to Mr. Symington. Although agreement had been reached in principle regarding the creation of a Manpower Resources Board, Mr. White continued, three major questions remained unanswered. These were: (1) were the old FEPC Executive Orders still in effect or was a new Order needed? (2) in what agency or department of government should the proposed new agency be placed? (3) should the new Executive Order be issued immediately or withheld until after the elections? Under-secretary of Labor Galvin, Mr. White concluded, had been charged with responsibility for resolving these problems.

Mr. Maslow suggested that it might be helpful to meet with Mr. Galvin and discuss these problems with him. Upon motion by Mr. White it was voted that a committee be appointed for this purpose. The following committee was thereupon named: Mr. Maslow, Chairman, Mr. Henderson, Mrs. Gunther, Mr. Hines, Mr. Mitchell, Mr. Sifton and Mr. Aronson.

There was a general discussion as to where the proposed board or committee would best be located. Although some felt that an FEPC body with independent status might prove particularly vulnerable to Southern attack, the consensus was that such attacks would be forthcoming in any event, and that an independent agency would be most desirable. Should this prove to be unfeasible, it was recommended that efforts be made to have the FEPC committee placed in the Department of Labor, the Department of Justice, and the Department of Defense, in that order of preference. It was agreed that it would be undesirable to have the agency in the General Accounting Office and it was further agreed that efforts should be made to assure autonomy for the agency in whatever department it might ultimately be placed.

The above named committee was directed to make these views known to appropriate government officials and to assist in drafting the proposed Executive Order.

Mr. Aronson recommended that concrete policies and procedures, aimed at preventing discrimination in USES operations, be formulated and presented to the Secretary of Labor. Upon advice of the Chairman, consideration of this proposal was deferred to a later meeting.

Mr. Randolph suggested that telegrams be sent to all Senators and Senatorial candidates requesting a statement of their position on a change in the Senate cloture rule and on the enactment of FEPC legislation with enforcement powers. Mr. Henderson amended the motion to the effect that such telegrams be sent only to Senatorial candidates outside the South. By unanimous vote, a committee consisting of Mrs. Gunther, Mr. Sifton, and Mr. Aronson was directed to draft appropriate telegrams and to determine those to whom it should be sent. Mr. Aronson observed that funds of approximately $100 would be required to send the proposed telegrams. Contributions and pledges amounting to $95 were made as follows: Mr. Minkoff $25, Mr. Henderson, Mr. Maslow, Mr. Stephens, Mr. Sifton, Miss Kaye, Mr. Hines, Mr. Randolph, $10 each. It was agreed that the telegrams be signed by Mr. Randolph, Mr. White, Mr. Hines, and Mr. James Carey and that appropriate releases be sent to the newspapers.

Minutes of Executive Committee Meeting, March 28,1951

Present were: Roy Wilkins, Chairman, National Association for Advancement of Colored People

Dr. Thomas Allen, National Council of Churches
Theodore Brown, Brotherhood of Sleeping Car Porters
Mrs. Violet Gunther, Americans for Democratic Action
George Hunton, Catholic Interracial Council
Alfred Baker Lewis
Theodore Leskes, American Jewish Committee
Sol Rabkin, Anti-Defamation League
Harry Read, CIO
Joseph Robison, American Jewish Congress
George Silver, Jewish Labor Committee
Roderick Stephens
Walter White, National Association for Advancement of Colored People
Arnold Aronson, NCRAC

Also present was: George Weaver of the National Security Resources Board.

Mr. Aronson reviewed the negotiations for an FEPC Executive Order beginning with the wire to the President on July 16. He pointed out that during the intervening eight months conferences had been held with a number of government officials, all of whom had expressed support for such an Order. Despite these assurances, he said, issuance of an FEPC Order appeared more remote than several months ago. Mr. Aronson observed that negotiations had proceeded without public pressures, on the assumption that the President was in agreement with our objective. The failure to achieve the desired result, he concluded, made it imperative that this assumption be re-examined and a different strategy be adopted.

In response to a question, Mr. Weaver advised that the text of an Order had been cleared by the Budget Bureau. He expressed the feeling that the delay was due in large measure to the failure of Mr. Wilson to press for action. Mrs. Gunther reported that recent information which had come to her from the Bureau of the Budget indicated that the FEPC Order had a "non-priority" status.

Mr. Lewis moved that the Council abandon the idea that the Executive Order could be achieved without pressure and that it undertake a vigorous public campaign to secure an effective FEPC Order.

Mr. Robison expressed support of the motion. He suggested the issuance of a public statement condemning "the inexcusable delay" and demanding immediate action as the first step in such a campaign.

Mr. Hunton suggested that many cooperating organizations were not sufficiently familiar with the negotiations that had taken place. He recommended therefore that a meeting of all organizations be convened first, following which a public statement might be issued. Such a procedure, he felt, would give greater weight and support to the statement.

Mr. Aronson observed that a comprehensive program of action was needed, including the organization of grass-roots pressure through the mass memberships of the cooperating organizations, the stimulation of editorial support in the press, and the release of a detailed statement of the negotiations that had taken place.

Mr. Wilkins expressed the opinion that the formulation of a detailed statement was prerequisite to the effective organization of grass-roots support and to the stimulation of favorable press comment. He urged that such a statement be made the first order of business.

Mr. White recommended that the proposed statement be drafted in the form of a letter to the President. He reported that there had been no response to communications which had been sent following the conference at the White House on February 28 and voiced the opinion that we were getting a "complete run-around".

It was unanimously agreed that a detailed recital of past negotiations be sent to the President, with the understanding that if no satisfactory reply were forthcoming within five days, the letter should be released to the press and to all cooperating organizations as the basis for a public campaign. Mr. Read urged that the President be asked for a definitive commitment and that efforts be made to phrase the letter in such a way as to minimize the possibility of a generalized but indefinite statement of support. A committee, consisting of Mr. Aronson Chairman, Mrs. Gunther, and Mr. White was named to draft the letter. It was agreed that efforts would be made to have the letter signed by the heads of a number of the cooperating organizations, providing that this procedure would not necessitate too long a delay. It was further agreed that Mr. Toubin, Mr. Symington, and Mr. Wilson should be advised informally regarding the contents of the proposed letter.

Mr. Aronson recommended that efforts be made to have a delegation of administration supporters in the Senate call upon the President to urge immediate action. After some discussion as to the Senators to be included in such a delegation, it was decided to leave the final decision to the Washington representatives.

Mr. Aronson suggested that consideration be given to federal civil rights legislation. Although he doubted that such legislation could be enacted in this Congress, he felt that it was nevertheless desirable to press for action in order to keep the issues alive. In particular, he recommended that letters of commendation be sent to sponsors of the proposed change in the Senate cloture rule and that a concerted effort be made to have hearings scheduled on these resolutions. Such hearings, he maintained, would provide a forum through which public understanding and support for a change in the rules could be mobilized.

Mr. Robison voiced the opinion that a change in the Senate rules required the formation of a new broadly based organization. Mr. Aronson observed that a subcommittee had formulated a comprehensive legislative program, including the formation of such anorganization in which groups other than those interested in civil rights could be involved.

Mrs. Gunther moved that a subcommittee be appointed to study the legislative background of the Senate rules and to explore with other interested organizations the possibility of establishing a single purpose organization aimed at democratizing the rules in both the Senate and the House. This motion was approved.

Mr. Read reported that discussions which he had had with several Congressmen indicated a completely defeatist attitude toward civil rights legislation. This attitude, he suggested, reflected in part our own lack of activity on the legislative front. He felt that it was most important that we begin pressing for Congressional action.

Mr. Lewis recommended that a campaign be undertaken behind the federal anti-poll tax bill. This bill, he stated, would meet with much less opposition than FEPC and possibly could be enacted.

It was agreed that a meeting should be convened shortly to consider the entire question of civil rights legislation and to formulate appropriate strategy.

Respectfully submitted,

ARNOLD ARONSON, Secretary

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MEETING NOTICE

The Executive Committee will meet on Wednesday, March 28 at 1:30 P.M. in the offices of the NCRAC, 295 Madison Avenue, Room 4107.

The delay in the issuance of an FEPC Executive Order, together with the lack of any progress on civil rights legislation in the Congress, makes this a most important meeting. I sincerely hope, therefore, that you will make every effort to attend.

Cordially,

Arnold Aronson
Secretary

AA:RB

Dear Arnold: Will be at Hollenden Hotel Cleveland on pre-convention work—Resolutions etc. Would appreciate any late word on above subjects— PS

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xcf FEPC
W Com

To: Executive Committee

From: Arnold Aronson

Date: April 16, 1951

Enclosed are the minutes of the last meeting together with a copy of the letter which was sent to the President in accordance with the decision taken at the meeting.

Plans to release the letter were postponed because it was felt it would receive little attention during the present excitement over the dismissal of General Mac Arthur. For the time being, therefore, and until further notice, please treat the contents of the letter in confidence.

A. A.

AA:cl
Encl.

Minutes of Executive Committee Meeting, March 28,1951

Present were: Roy Wilkins, Chairman, National Association for Advancement of Colored People

Dr. Thomas Allen, National Council of Churches
Theodore Brown, Brotherhood of Sleeping Car Porters
Mrs. Violet Gunther, Americans for Democratic Action
George Hunton, Catholic Interracial Council
Alfred Baker Lewis
Theodore Leskes, American Jewish Committee
Sol Rabkin, Anti-Defamation League
Harry Read, CIO
Joseph Robison, American Jewish Congress
George Silver, Jewish Labor Committee
Roderick Stephens
Walter White, National Association for Advancement of Colored People
Arnold Aronson, NCRAC

Also present was: George Weaver of the National Security Resources Board.

Mr. Aronson reviewed the negotiations for an FEPC Executive Order beginning with the wire to the President on July 16. He pointed out that during the intervening eight months conferences had been held with a number of government officials, all of whom had expressed support for such an Order. Despite these assurances, he said, issuance of an FEPC Order appeared more remote than several months ago. Mr. Aronson observed that negotiations had proceeded without public pressures, on the assumption that the President was in agreement with our objective. The failure to achieve the desired result, he concluded, made it imperative that this assumption be re-examined and a different strategy be adopted.

In response to a question, Mr. Weaver advised that the text of an Order had been cleared by the Budget Bureau. He expressed the feeling that the delay was due in large measure to the failure of Mr. Wilson to press for action. Mrs. Gunther reported that recent information which had come to her from the Bureau of the Budget indicated that the FEPC Order had a "non-priority" status.

Mr. Lewis moved that the Council abandon the idea that the Executive Order could be achieved without pressure and that it undertake a vigorous public campaign to secure an effective FEPC Order.

Mr. Robison expressed support of the motion. He suggested the issuance of a public statement condemning "the inexcusable delay" and demanding immediate action as the first step in such a campaign.

Mr. Hunton suggested that many cooperating organizations were not sufficiently familiar with the negotiations that had taken place. He recommended therefore that a meeting of all organizations be convened first, following which a public statement might be issued. Such a procedure, he felt, would give greater weight and support to the statement.

Mr. Aronson observed that a comprehensive program of action was needed, including the organization of grass-roots pressure through the mass memberships of the cooperating organizations, the stimulation of editorial support in the press, and the release of a detailed statement of the negotiations that had taken place.

Mr. Wilkins expressed the opinion that the formulation of a detailed statement was prerequisite to the effective organization of grass-roots support and to the stimulation of favorable press comment. He urged that such a statement be made the first order of business.

Mr. White recommended that the proposed statement be drafted in the form of a letter to the President. He reported that there had been no response to communications which had been sent following the conference at the White House on February 28 and voiced the opinion that we were getting a "complete run-around".

It was unanimously agreed that a detailed recital of past negotiations be sent to the President, with the understanding that if no satisfactory reply were forthcoming within five days, the letter should be released to the press and to all cooperating organizations as the basis for a public campaign. Mr. Read urged that the President be asked for a definitive commitment and that efforts be made to phrase the letter in such a way as to minimize the possibility of a generalized but indefinite statement of support. A committee, consisting of Mr. Aronson Chairman, Mrs. Gunther, and Mr. White was named to draft the letter. It was agreed that efforts would be made to have the letter signed by the heads of a number of the cooperating organizations, providing that this procedure would not necessitate too long a delay. It was further agreed that Mr. Toubin, Mr. Symington, and Mr. Wilson should be advised informally regarding the contents of the proposed letter.

Mr. Aronson recommended that efforts be made to have a delegation of administration supporters in the Senate call upon the President to urge immediate action. After some discussion as to the Senators to be included in such a delegation, it was decided to leave the final decision to the Washington representatives.

Mr. Aronson suggested that consideration be given to federal civil rights legislation. Although he doubted that such legislation could be enacted in this Congress, he felt that it was nevertheless desirable to press for action in order to keep the issues alive. In particular, he recommended that letters of commendation be sent to sponsors of the proposed change in the Senate cloture rule and that a concerted effort be made to have hearings scheduled on these resolutions. Such hearings, he maintained, would provide a forum through which public understanding and support for a change in the rules could be mobilized.

Mr. Robison voiced the opinion that a change in the Senate rules required the formation of a new broadly based organization. Mr. Aronson observed that a subcommittee had formulated a comprehensive legislative program, including the formation of such anorganization in which groups other than those interested in civil rights could be involved.

Mrs. Gunther moved that a subcommittee be appointed to study the legislative background of the Senate rules and to explore with other interested organizations the possibility of establishing a single purpose organization aimed at democratizing the rules in both the Senate and the House. This motion was approved.

Mr. Read reported that discussions which he had had with several Congressmen indicated a completely defeatist attitude toward civil rights legislation. This attitude, he suggested, reflected in part our own lack of activity on the legislative front. He felt that it was most important that we begin pressing for Congressional action.

Mr. Lewis recommended that a campaign be undertaken behind the federal anti-poll tax bill. This bill, he stated, would meet with much less opposition than FEPC and possibly could be enacted.

It was agreed that a meeting should be convened shortly to consider the entire question of civil rights legislation and to formulate appropriate strategy.

Respectfully submitted,

ARNOLD ARONSON, Secretary

National Council for a
Permanent FEPC in cooperation with the
NATIONAL EMERGENCY
CIVIL RIGHTS MOBILIZATION
. . . *dedicated to the enactment of fair employment practice legislation*
930 F St. N.W., Washington 4, D.C. • Telephone: Executive 2233

Minutes of Executive Committee Meeting, May 11, 1951.

Present were: A. Philip Randolph, Chairman
Dr. Thomas Allen, Nat'l Council of Churches
Mrs. Violet Gunther, ADA
Lewis Hines, AFL
George Hunton, Catholic Interracial Council
Alfred Baker Lewis
Theodore Leskes, AJCommittee
Sol Rabkin, ADL
Harry Read, CIO
Joseph Robison, AJCongress
Paul Sifton, UAW
George Silver, Jewish Labor Committee
Roy Wilkins, NAACP
Arnold Aronson, NCRAC
George Weaver of the NSRB was present on invitation
as a consultant

Mr. Randolph announced that in accordance with the decision of the preceding meeting the major item on the agenda would be a discussion of the report of the program subcommittee. He then called on Mr. Aronson for the subcommittee.

Mr. Aronson stated that the subcommittee had consisted of Mrs. Gunther, Mr. Sifton and himself. He said that since copies of the report had been distributed to all members of the Executive Committee prior to the meeting, he would not attempt to summarize it in detail. The report was divided into two major categories, he said, the first dealing with the Senate and House rules, and the second with the operations of the National Council. Referring to the first category, he reminded the Executive Committee that it had gone on record on several occasions to the effect that a more liberalized cloture rule was prerequisite to the enactment of federal civil rights legislation. In accordance with this assumption, the program subcommittee had recommended the creation of a new broadly based organization to be concerned exclusively with liberalizing the rules in the Congress. Although the subcommittee believed that civil rights groups should be identified with the proposed new organization and would probably be required to provide the "major stimulus finances and personnel", Mr. Aronson continued, it was convinced that it would be "self-defeating if the campaign were to be conducted under the sole auspices of any civil rights organization, or even of several such organizations in concert."

Rather, it was the view of the subcommittee that it was necessary to go beyond the issue of civil rights and to involve in the proposed organization groups and individuals whose interest in a liberalized cloture rule might stem from altogether different motives. Illustrative of such groups, he said, were organizations concerned with matters of foreign policy, organizations supporting statehood for Alaska and Hawaii, and groups interested in efficiency and good government.

Mr. Lewis suggested that before any effort to change the Senate rules could be successful, it was first necessary to dramatize the evils inherent in the present rule. This he suggested could most effectively be accomplished by pushing the anti-lynching bill.

Mr. Robison observed that he had long been in favor of the type of organization proposed by the subcommittee. Such an organization could not however, fulfill its purpose, he said, without an adequate budget, and he expressed doubt about the likelihood of raising the necessary funds.

Mr. Leskes agreed with Mr. Lewis that a campaign to change the rules would lack popular support unless it were built around specific issues in which other groups could be involved. Although he was unable to commit his organization to any direct financial contribution, he said, he was certain it would be prepared to assist in developing various kinds of educational materials and to cooperate in other ways.

Mr. Sifton pointed out that all civil rights bills, other than FEPC, were in hostile Senate committees and therefore not likely to reach the floor. The dangers of a filibuster could nevertheless be made manifest, he suggested, on the basis of debate on other issues. Thus, for example, he said, concessions had been necessary on the troops-to-Europe bill in order to prevent a filibuster and similar experiences might be anticipated on other foreign policy issues.

Mr. Read expressed his support of the subcommittee recommendations. He suggested that consideration be given to the advisability of utilizing the filibuster against reactionary measures as a further means of bringing the issue to public attention.

Mr. Aronson emphasized that the subcommittee was less concerned with immediate tactics than with a long range program. The question, he said, was not whether the campaign should be built around one or another specific issue or even, whether a change in the rules could be effected in this Congress. Rather, he contended, it was whether we were to continue to deal separately with each crisis as it arose, or to establish now machinery for carrying on a continuous program of education and action so as to develop that measure of public understanding and support without which, in his opinion, a change in the rules could not be effected.

Upon a motion by Mr. Robison, seconded by Mr. Silver, it was unanimously voted that the recommendations in the subcommittee report regarding a change in the Senate rules be adopted. It was agreed that as a first step efforts should be undertaken to explore the interest of a number of non-civil rights organizations in convening a conference on the question of democratizing the Senate and House rules. It was felt that such a conference, if successful, would facilitate the formation of the proposed new organization. A committee consisting of Mr. Wilkins, Chairman, Mr. Leskes, Mr. Silver, Mr. Read, Mr. Hines, Mr. Hunton and Mr. Aronson was designated to make such exploration and to report back within 30 days.

Mrs. Gunther reported that the American Association of Political Science had already expressed interest in this question. She recommended that contact be made at the very outset with George Galloway of the Library of Congress, who has long been concerned with the problem of Senate rules and filibusters and who, she felt, would be particularly helpful in suggesting organizations to be approached.

Upon the recommendation of Mr. Read, all members of the Executive Committee were urged to submit suggestions of groups to be contacted.

Mr. Sifton recommended that the Ford Foundation be urged to undertake a study of the constitutional implications of the present rules. Mr. Robison volunteered to join with Mr. Sifton in outlining such a project for presentation to the Ford Foundation.

The Chairman called upon Mr. Aronson to summarize that portion of the subcommittee's report dealing with the National Council. Mr. Aronson pointed out that since its inception the National Council had pursued a single objective, namely, the enactment of an effective federal FEP law. Although the subcommittee was unanimously of the opinion that this objective should be continued, he said, it was equally convinced that sole concentration on this objective would fail to provide the National Council with the kind of dynamic program essential to its continued growth. At the same time, Mr. Aronson observed, increased concern with problems of fair employment made evident the need for some central organization to provide information and advice on all aspects of employment discrimination. Accordingly, it was the recommendation of the subcommittee that the National Council enlarge its scope and purpose so as to meet that need. The expanded program recommended by the subcommittee, Mr. Aronson declared, could be implemented only if a sizeable budget and a competent staff were made available. He therefore cautioned against adopting the program without reference to these practical considerations.

Mr. Sifton suggested that an effective approach for funds could be made only with reference to a concrete program. Should the subcommittee recommendations be adopted, he said, he would then be in a position to ascertain the extent and manner in which his organization would be able to contribute towards their realization.

Upon a motion by Mr. Rabkin, it was voted that a committee be appointed to draft a tentative budget sufficient to carry out the proposed expanded program and to explore the possibility of obtaining funds for such a program from various foundations. The Chairman named the following committee to carry out this assignment: Mr. Delson, Chairman, Mr. Lewis, Mr. Rabkin, Mr. Silver and Mr. Aronson.

Several members of the committee indicated that they were not in a position to commit their organizations at this time. Accordingly, Mr. Read proposed that the committee commend the recommendations for the consideration of the cooperating organization with a request for an expression of their views both with respect to the program itself and the extent and manner in which they might be able to cooperate.

After further discussion, it was voted as the sense of the Committee, for referral to the cooperating organizations, that the National Council, in addition to its primary purpose of mobilizing support for a federal bill, undertake an expanded program of activity, including the following functions: 1. to serve as a clearing house for information regarding all significant developments affecting fair employment practices 2. to coordinate and spearhead efforts to assure the issuance and the effective implementation of an FEPC Executive Order 3. to scrutinize the activities of all government agencies concerned with employment and to make representations for the adoption of policies and procedures to assure non-discrimination in the operations of such agencies 4. to encourage the enactment of effective state and municipal FEP laws and to provide assistance to groups interested in such legislation 5. to study, analyze and evaluate the operation of existing FEP laws and to develop recommendations and programs for more effective administration and enforcement of such statutes 6. to stimulate, gather and disseminate research regarding the extent and areas of employment discrimination and of programs designed to eliminate it.

Mr. Aronson reported that discussions had been initiated with members of the Mobilization Advisory Board with a view toward having the Board recommend the issuance of an FEPC Executive Order. Mr. Aronson pointed out that the Board consisted of four members each from industry labor, farm groups and the public at large, with Charles E. Wilson serving as Chairman ex-officio. The President frequently attends meetings of the Board and its recommendations go directly to him. The four labor members of the Board, Mr. Aronson continued, were all favorable toward an Executive Order and President Green of the AFofL had agreed to raise the issue at the board meeting scheduled for May 15. Other members of the board who seemed favorably disposed were James Patton, and Paul Porter.

The committee approved having the question raised with the Mobilization Advisory Board but recommended that this not be done at the May 15 meeting in order to allow time during which additional efforts might be made to obtain support from among other board members. To this end, Mrs. Gunther volunteered to establish contact with John Lord O'Brian, Mr. Leskes with Marion Folsom, and Mr. Read with William H. Davis.

Mr. Aronson urged the adoption of a program to commemorate the 10th anniversary of the issuance of Executive Order 8802 on June 25. This occasion, he maintained, offered an unparalleled opportunity to dramatizethe problem of employment discrimination in defense industry and the need for a new Executive Order. As possible steps in such a program, Mr. Aronson recommended, 1. An appropriate ceremony at Hyde Park, including the placing of a wreath on President Roosevelt's grave by leaders of representative agencies. 2. The issuance of proclamations by governors and mayors setting forth June 25 as FEPC Day. 3. A dinner meeting at some Washington hotel to which Mrs. Roosevelt, members of the wartime FEPC and other public figures might be invited. 4. The developments of a fact sheet dealing with manpower shortages in defense industries, the adverse effect on our foreign relations of continued employment discrimination and similar pertinent material, as a means of obtaining editorial comment on the need for a new Executive Order. 5. The organization of public meetings or other observances in as many local communities as possible. 6. Appropriate reference to the 10th anniversary of FEPC in sermons on Saturday, June 23, and Sunday, June 24.

There was unanimous agreement regarding the desirability of implementing the above suggestions, although considerable doubt was expressed as to whether they could all be put into effect in the short time remaining before June 25. A committee consisting of Mr. Aronson, Chairman, Mr. Wilkins, Mr. Sifton, Mr. Hunton, Mr. Hines, Mrs. Gunther and Mr. Delson, was named to carry out the first recommendation and such others as might prove feasible.

Respectfully submitted,

Arnold Aronson
Secretary

AA:RB

For file

GREATER NEW YORK COUNCIL FOR A PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE

Room 4107 - 295 Madison Avenue
New York 17, N. Y.
Murry Hill 5-1606

TO Members of the Executive Committee

FROM Jules Cohen

DATE June 7, 1951

SUBJECT Follow-up on Meeting of June 4

At our meeting on Monday, June 4, it wasagreed that we should seek to stimulate the following activities in connection with the 10th anniversary of Executive Order 8802 on June 25:

1. A proclamation to be issued by the Mayor
2. A proclamation to be isued by the Governor
3. Resolution by NYC Council
4. A joint public statement to be signed by our groups and other interested organizations
5. An inter-faith statement to be signed by leading Protestant, Jewish and Catholic organizations in N. Y.
6. Special public service radio and/or television show celebrating 10th anniversary
7. FEPC Sabbath by churches and synagogues June 23-24
8. A joint letter to be signed by civic leaders for publication in N. Y. Times and Herald Tribune
9. A meeting, if practicable, with President Truman
10. Intensive publicity campaign via newspapers, radio, tv., etc.

As you may recall, we divided the follow-up assignments as follows:

NYC Council resolution	Morris Iushewitz
Mayor's Proclamation	" "
Governor's Proclamation	Larry Bloomgarten
Possible Delegation to Truman	Walter Kirschenbaum
Inter-faith statement	Rev. Oniki, Protestant Council; Betty Kaye and Morris Iushewitz, Catholics; Jules Cohen, NY Board of Rabbis.
Radio or TV show	Larry Bloomgarten
General publicity campaign	Mickey Levine

Please pass on any information and developments to me so that I can communicate them to other members of the Council.

J. C.

National Council for a
Permanent FEPC in cooperation with the
NATIONAL EMERGENCY CIVIL RIGHTS MOBILIZATION
• • • *dedicated to the enactment of fair employment practice legislation*
930 F St., N.W., Washington 4, D.C. • Telephone: Executive 2233

November 23, 1951

TO: Executive Committee

FROM: A. Philip Randolph

SUBJECT: Meeting Notice

The Executive Committee of the National Council and Civil Rights Mobilization will meet on Monday, December 10, at 1:30 P.M. in Room 801, 9 East 38th Street, New York City. Since this will be a most important meeting, I hope you will make every effort to attend.

APR:RB
Enc.

Nat FEPC
Signature
Com

THIS SIDE OF CARD IS FOR ADDRESS

Mr. A. Philip Randolph
9 East 38th Street - Room 801
New York 16, N.Y.

I will attend the Executive Committee meeting
will not

of the National Council on December 10, 1951

at 1:30 P.M. at Room801, 9 East 38th St., N.Y.C.

A. Philip Randolph
Co-chairman

~~Nat'l~~ NC-FEPC Com

National Council for a Permanent F. E. P. C.

National Board of Directors

Responsible for overall direction of the National Council.

Fund-raising Committee

Can be a sub-committee of the Natl. Board, or it could be a committee composed of one member of the Natl. Board acting as chairman who would select his committee members from the community at large. In either event the Director of Fund Raising and his staff should be selected by and be responsible to the Fund-raising Committee.

Administrative Committee

Is a sub-committee of the Natl. Board and is responsible for the day by day operation of the Council, reporting to the Natl. Board on its regular meeting day. It also cooperates closely with the Policy Committee.

Policy Committee

A sub-committee of the Natl. Board which develops strategy and policy and recommends same to the Natl. Board for adoption.

Executive Secretary

Is directly responsible to the Administrative Committee for effectuating the program of the Council as promulgated by the Natl. Board and directed by the Administrative Committee.
Makes recommendations to the Administrative Committee, makes reports, and consults with committee chairmen.

Assistant Executive Secretary

Responsible for coordination of operative details of Natl. Council activities.
In absence of Executive Secretary assumes responsibilities of Executive Secretary.

Director, Public Relations

Responsible for newspaper, radio, magazine contacts and releases. Research and preparation of articles, speeches, etc.

Legislative Representatives

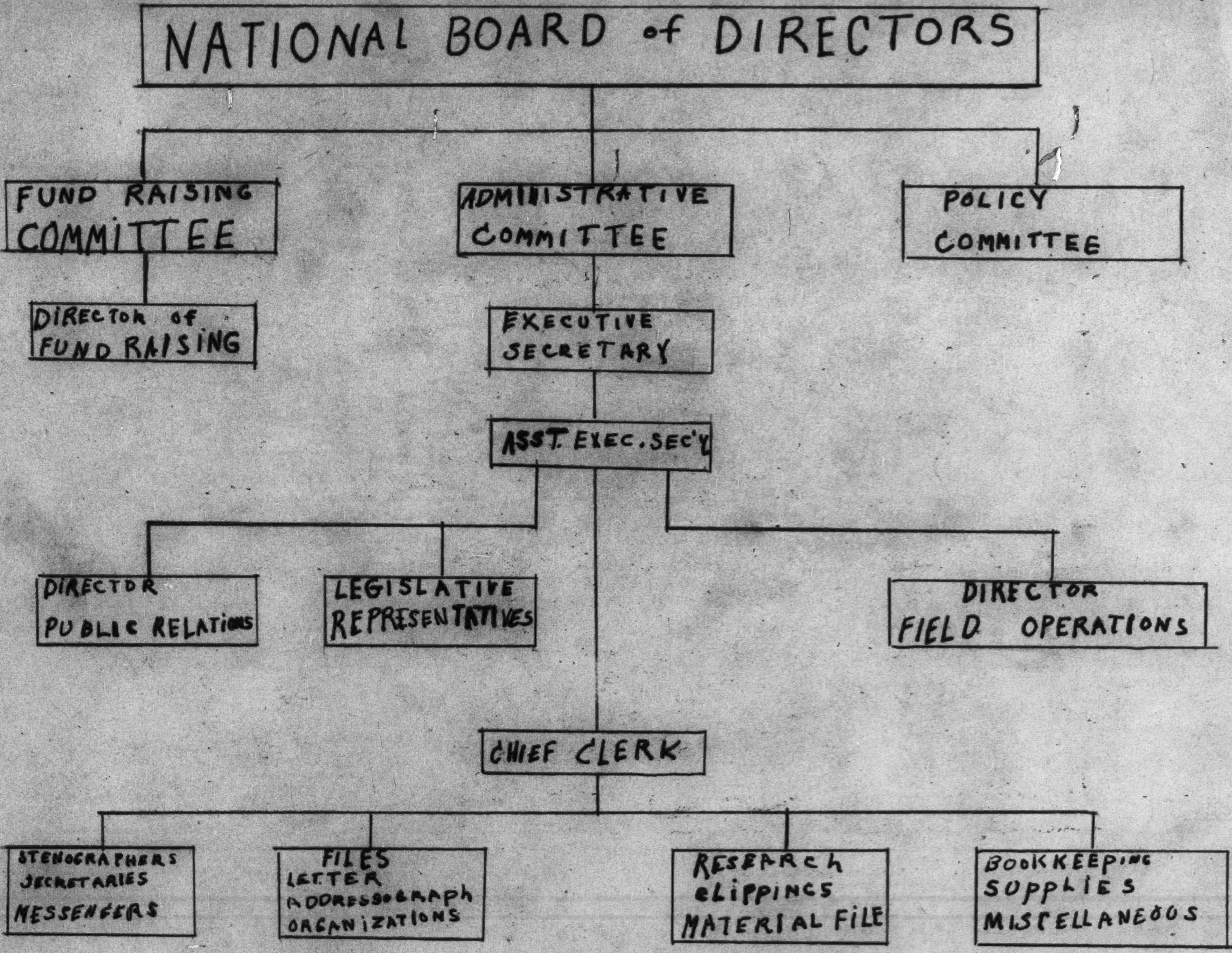
Responsible for contact work and information with and about individual congressmen, organizations, etc.

Director, Field Operations

Responsible for supervision of field staff. Must be able to move freely among field teams to assist and coordinate their activities with other operations of Natl. Council, and to keep activities of field staff and home office adapted to local field conditions. Field staff is directly responsible for creation of local councils, promotion of an educational program, and gathering of information on local civic and political affairs that will enable the home office to effectively maintain its program in keeping with the indicated needs of the community.

Chief Clerk

Is a working clerk, sometimes called a "clerk in charge." Such a clerk keeps track of the volume of work assignments, inventories, lunch periods, and other minor details of office [illegible] operations.


NATIONAL BOARD of DIRECTORS
FUND RAISING COMMITTEE
ADMINISTRATIVE COMMITTEE
POLICY COMMITTEE
DIRECTOR OF FUND RAISING
EXECUTIVE SECRETARY
ASST. EXEC. SEC'Y
DIRECTOR PUBLIC RELATIONS
LEGISLATIVE REPRESENTATIVES
DIRECTOR FIELD OPERATIONS
CHIEF CLERK
STENOGRAPHERS SECRETARIES MESSENGERS
FILES LETTER ADDRESSOGRAPH ORGANIZATIONS
RESEARCH CLIPPINGS MATERIAL FILE
BOOKKEEPING SUPPLIES MISCELLANEOUS

Chicago Citizens' FEPC Committee

HEADQUARTERS: METROPOLITAN COMMUNITY CHURCH
4106 SOUTH PARKWAY, TEL. LIVINGSTON 2125

CHARLES D. MURRAY
A. W. WILLIAMS
CO-CHAIRMEN

ORGANIZATIONS COMMITTEE
EDWARD L. DOTY, CHAIRMAN
SAM WHITE
W. S. SELTZER
GEO. A. BLAKEY
ZEPHA MAE MILLER
PHILANDER S. NEVILLE
WM. A. BOOKER

MORRIS LEWIS
EXECUTIVE SECRETARY
MRS. JIMMIE LEE JONES
ASSISTANT SECRETARY
[illegible] 638

T. K. GIBSON, TREASURER
REV. J. M. EVANS, ASSISTANT
C. W. BURTON,
REGIONAL CONSULTANT

HC-FEPC
Div

PROGRAM FOR FEPC RANDOLPH MEET MAR 19

Charles D. Murray, Co-Chairman, Master of Ceremonies.

1. The National Anthem - Mrs. Magnolia Lewis Butts, Directress.
2. Prayer by Rev. Joseph M. Evans, Minister, Metropolitan Church
3. Presentation of Master of Ceremonies by Mr. Cartman.
4. "Echoes from the Washington Delegation" Rev. C. W. Burton.
5. Negro National Hymn - Audience - Mrs. Butts, Directress.
6. Introduction of Guest Speaker by Mr. Murray, Masterof Ceremonies
7. Address - Mr. A. Philip Randolph.
8. Appeal for Financial Contributions. Rev.James L.Horace of
   Monumental Bapt Church
   Rev.J.M.Evans, Metropolitan
   Community Church.
9. Grand March of Dollars. Large Contributions and then
   Table Collection. Report of Special Committee.

   Rev. Evans and Rev. Horace
   Assisted by
   Finance Committee
   Special Floor Assistants
   Ushers Board under directiqn Mr. Greer.
10. Announcements.
11. Benediction.

Minutes: Administrative Committee, National Council for Permanent FEPC

Present: Max Delson, Chairman; Allen K. Chalmers, G. K. Hunton, B. F. McLaurin, Arnold Aronson, Hugh Hollahan, Morris Milgrem.

Registration as lobbying organization: It was agreed we register with the Federal Government.

Campaign Director: Mr. H. Hollahan, 75 Park Terrace East, New York 34, was introduced. It was agreed that a hiring figure be about $200 a week and that a special committee of McLaurin, Trager, I. Minkoff and Delson negotiate with him. I. Minkoff to check with Joe Willen and Phil Chanin of JDA. It was reported that Dubinsky had told Mr. Randolph he would not loan $5,000 unless others join in providing funds. Chalmers reported there was a chance of a $2,000 to $5,000 gift from the NAACP which he would follow-up. Martin Kyne reported he would try to get funds from the Amalgamated Clothing Workers and from the CIO. It was agreed that we should try to plan a policy and board meeting on Thursday, the 24th, and an administrative committee meeting for October 21st.

Milgrem agreed to check the references of Mr. Hollahan for the committee.

Respectfully submitted

Morris Milgrem
Reporting Secretary

Minutes of the Meeting ofthe National Council for a Permanent FEPC.

Held at the NCRAC, Wednesday, March 15, at 3:30P.M.

PResent were: Philip Randolph, Chairman
~~XX~~ Ted Brown
Eunice H.Carter, Natl.Council Negro Women
Max Delsen
Viola Gunther
Lou Hines, AFL
George Hunter
Ted Leskes
Herbert Lewy
Ben McLaurin Nathaniel Minkoff
Sol Rabkin
Joseph Robison
Orin Root
Hilda Siff, Natl.Labor Service
George Silver, JLC
Roderick Stevens
Roy Wilkins
Albert Vorspan -NCRAC
Isaiah Minkoff "

Philip Randolph presided.

Mrs. Gunther reported on the background of the House action in adopting the McConnell amendment. She emphasized that the defeat of the McGrath-Powell FEPC Bill in the House was due largely to the failure of the Republican party to carry out its pledges on this legislation. Mr. Randolph pointed out that a number of people have vigorously protested that the organizations in the National Council should have ~~insisted~~ demanded that the McConnell Bill be killed in the House. These persons, Mr. Randolph said, argue that now friends of FEPC in the Senate can justifiably feel that a "toothless" FEPC bill is acceptable to our organizations. Mr. Wilkins explained that an overwhelming wave of sentiment had developed in the House for some kind of FEPC legislation, and the decision as to whether or not to ~~back~~ vote for the McConnell amendment, after the defeat of the administration bill, was largely out of our hands.

Mr. Stevens reported that he had been in touch with Senator Ives who had expressed the view that it would be a mistake for the supporters og FEPC to press ~~for anything~~ in the Senate for anything more than ~~but~~ the equivalent of the McConnell amendment. Mrs. Gunther pointed out that, at a recent meeting with representatives of this Council, Senator Lucas committed the administration to bring up the McGrath Bill as opposed to the Taft bill. ~~Mr. Stevens suggested that a small subcommittee of this council be authorized to take action as it deems necessary during consideration of FEPC in the Senate.~~

Mr. Randolph proposed that the Council go on record as unequivocally committed to the McGrath Bill and opposed to any bill without adequate enforcement provisions. Mr. Hines reminded the Committee that the administration also is firmly committed to the McGrath Bill. Mr. Minkoff agreed with the previous speakers but cautioned against taking an unalterable position which might tie our hands in the future. Mrs. Gunther reminded the Committee that even the Taft version, if the McGrath bill is defeated, might be toughened up through strengthening amendments.

It was unanimously agreed that the National Council for a Permanent FEPC should demand passage of the McGrath Bill, and that the National Council should meet as frequently as necessary to formulate policy on pending legislation to be carried out by Washington representatives.

Mrs. Gunther stressed the importance at this time of flooding the Senate with pro-FEPC mail. It was agreed that each organization would stimulate its membership to demand favorable action by the Senate.

Structure of Council:

Discussion was had as to the structure of the National Council in view of its merger with the Mobilization. Mr. Randolph expressed the view that insufficient lobbying was being done in Washington and that the National Council was being "squeezed" out of the picture by the publicity attending the Mobilization and its publicity. A number of speakers disagreed, pointing out that there is no indication that the Mobilization is trying to take over the Council.

On the matter of intensifying lobbyist activities in Washington, however, it was unanimously agreed that Robert R. Church be employed for the duration of this Congressional session. To serve as a legislative representative of the Nat'l Council.

Mrs. Gunther offered to submit the periodic Civil Rights reports, which she prepares for her organization, to the National Council for its information and possible use, [redacted].

Adjournment at 5:40 P.M.

Respectfully submitted,

Albert Vorspan - Arnold Aronson

ASA PHILIP RANDOLPH

SUBJECT FILE

FAIR EMPLOYMENT PRACTICE
COMMITTEE

Membership

1944 [redacted]-47
&
undated

NC-FEPC

NATIONAL COMMITTEE

National Council for a Permanent F.E.P.C.
(As of January 15, 1946)

Edith Abbott
Irving Abrahamson
Louis Adamic
Rev. James L. Adams
Raymond Pace Alexander
Dr. W. G. Alexander
Cleveland Allen
Devere Allen
James Egert Allen
Mary B. Allen
J. E. Anderson
Mrs. Sherwood Anderson
W. S. Anderson
Luigi Antonini
Rev. Roland H. Bainton
Carlos Baker
Emily Greene Balch
George Baldanzi
Roger Baldwin
Dr. J. E. Barnes
Murray Baron
Bessye J. Bearden
Pres. W. A. Bell
Dr. Moses [illegible]
Dean Thomas E. Benner
Herbert G. Bergstrom

Jacob Billikopf
L. M. Birkhead
Rev. Shelton Hale Bishop
Dr. Algernon Black
Rev. Ferdinand Q. Blanchard
Dr. Horace Mann Bond
Dr. W. Russell Bowie
Bishop James A. Bray
Prof. S. P. Breckinridge
James L. Brewer
Mrs. Arthur Brin
Louis Bromfield
Dorothy Dunbar Bromley
Dr. Jacques J. Bronfenbrenner
John Brophy
Fred L. Brownlee
Howard Brubaker
Hon. Charles A. Buckley
Dr. George Buttrick
Rev. Raymond Calkins
Dr. Walter B. Cannon
Hon. Louis J. Capozzoli
Sen. Arthur Capper
Dr. and Mrs. Samuel McCrea Cavert
Mrs. Allan Chalmers
Mrs. C. Stanley Chambers

Leo Cherne
Dr. John L. Childs
Dr. Chandler Chinn
Elizabeth Christman
Dr. William G. Clayton
Dr. Rufus E. Clement
Travers Clement
Mrs. Ethel Clyde
William F. Cochran
Hon. John M. Coffee
Rudolph I. Coffee
Dr. Henry Sloane Coffin
Eleanor G. Coit
Dr. Stewart G. Cole
Dr. Laetitia M. Conard
John D. Connors
Mrs. Ezekiel V. Corrothers
Dr. George S. Counts
Henry K. Craft
George Crossmore
Frank Crosswaith
Mrs. Mary M. Cuthbertson
Dr. A. C. Daly
Maurice P. Davidson
Prof. Carroll R. Daugherty
Max Delson

A. W. Dent
Mrs. Margaret DeSilver
Dr. John Dewey
Hon. Samuel Dickstein
Hon. John D. Dingell
James Dombrowski
Dr. W. E. B. DuBois
Katharine Duffield
Thomas B. Dyett
Mr. and Mrs. Max Eastman
Clark M. Eichelberger
Dr. Albert Einstein
Sam B. Eubanks
Mr. and Mrs. F. L. Fagley
Prof. Henry Pratt Fairchild
Louis Fairclough
Mrs. Douglas Falconer
Robt. Durant Feild
John F. Finerty
Dr. Galen M. Fisher
Father George B. Ford
Dr. Clark Foreman
Waldo Frank
Walter Frank
C. A. Franklin
Carl J. Friedrichs
Varian Fry
Dr. John M. Gandy
Dr. Charles H. Garvin

Dr. Charles W. Gilkey
Sen. Guy M. Gillette
Dr. William E. Gilroy
Arturo Giovannitti
Arthur J. Goldsmith
Dr. A. L. Goldwater
Dr. Frank P. Graham
Dr. Thomas W. Graham
Dr. James N. Grundy
John Green
Oscar C. Green
William Green
Hon. P. W. Griffiths
Sen. Joseph F. Guffey
Rev. Ernest Graham Guthrie
Most Rev. Francis J. Haas
Mrs. Alleane P. Hall
Prof. Samuel L. Hamilton
Bishop J. Arthur Hamlette
Mrs. Esther Fiske Hammond
J. B. S. Hardman
Prof. S. Ralph Harlow
Elsie Harper
Dr. L. O. Hartman
Dr. George E. Haynes
Adolph Held
Sidney Hertzberg
B. W. Huebsch
Dr. Emily Hickman

Dr. Leslie Pinckney Hill
Carl Holderman
Louis Hollander
Rev. John Haynes Holmes
Dr. Sidney Hook
Charles H. Houston
Roy E. Hughes
Elizabeth Huling
J. E. Humphrey
Fannie Hurst
Willia m A. Hyman
Dr. William Lloyd Imes
Mrs. R. V. Ingersoll
Dr. Samuel Guy Inman
Stanley Isaacs
Gardner Jackson
R. Elizabeth Johns
Dr. Charles S. Johnson
Dr. Guy B. Johnson
Rev. John H. Johnson
Dr. Mordecai W. Johnson
Alfred Winslow Jones
Dr. David D. Jones
Dr. Eugene Kinckle Jones
Dr. Thomas E. Jones
Horace M. Kallen
Helen Keller
Hon. Martin J. Kennedy
Judge Dorothy Kenyon

Prof. William H. Kilpatrick
Herbert King
Bishop Lorenzo H. King
Dr. Willis J. King
Freda Kirchwey
Hon. Arthur G. Klein
Mrs. Gertrude Weil Klein
Lucille Kohn
Jack Kroll
Judge A. M. Kross
Father John LaFarge
Mayor Fiorello H. LaGuardia
Harry W. Laidler
Layle Lane
Sen. William Langer
R. O'Hara Lanier
Dr. John A. Lapp
Florina Lasker
Mrs. Henry Goddard Leach
Prof. Abraham Lefkowitz
Mrs. Robert D. Leigh
Dr. Max Lerner
Alfred Baker Lewis
Marx Lewis
Philip Loeb
Dr. Rayford Logan
Bertha Lomask
Robert Morss Lovett

Rosamond T. Low
Most Rev. Robert E. Lucey
Walter Ludwig
Ferdinand Lundberg
Prof. Robert S. Lynd
Eugene Lyons
Frank W. McCulloch
Rhoda E. McCulloch
J. L. McFarland
William McFee
Francis McPeek
Dwight MacDonald
Elizabeth Magee
Mrs. Dana Malone
Horace Mann
Dr. Thomas Mann
James Marshall
Dr. J. B. Martin
Prof. Kirtley F. Mather
Emil Mazey
Rev. O. Clayton Maxwell
Dr. B. E. Mays
Alexander Meiklejohn
Dr. Karl Menninger
Mrs. Morris Michelson
Prof. Broadus Mitchell
Dr. S. C. Mitchell
Mrs. John F. Moore

Homer L. Morris
Bishop Arthur Moulton
Carl Murphy
Philip Murray
Rev. A. J. Muste
Reinhold Niebuhr
William A. Neilson
Lois Nelson
Dr. Henry Neumann
Ethan A. Nevin
Rt. Rev. G. Ashton Oldham
Hon. George E. Outland
Dr. Kirby Page
Judge Jacob Panken
Rt. Rev. Edward L. Parsons
Dr. F. D. Patterson
C. C. Paulding
Bishop C. H. Phillips
Mrs. Cornelia B. Pinchot
David Pinski
Hon. Justine Wise Polier
Paul Porter
Rev. A. C. Powell, Jr.
C. B. Powell
Mrs. Joseph M. Proskauer
Bishop R. C. Ransom
Max Radin
Mrs. Albert S. Reed

National Committee
National Council for a Permanent F.E.P.C.

Mrs. Albert S. Reed
Dr. Ira De A. Reid
Rev. Frederick H. Reissig
Mrs. Marion E. Reith
Victor Reuther
Walter Reuther
Prof. Joseph J. Rhoads
Elmer Rice
David S. Richie
Judge Francis E. Rivers
Rev. J. Alvin Russell
Hon. Adolph J. Sabath
Hon. George G. Sadowski
Mrs. Winifred W. Schumm
Rex Schmitter
Dr. Emmett J. Scott
Dr. Sherman D. Scruggs
Prof. Vida D. Scudder
Mrs. B. Seigel
Rabbi Abraham Shusterman
Mary K. Simkhovitch
Robert E. Speer
Arthur Spingarn
Melford E. Spiro
Mark Starr
Maxwell S. Stewart
Rex Stout
Dorothy Straus

Talmadge W. Sutton
Ordway Tead
Norman Thomas
R. J. Thomas
Dr. Howard Thurman
Dr. Channing Tobias
Aldrich Turner
Prof. Oswald Veblen
Oswald Garrison Villard
Evelyn Von Hergsman
Judge James S. Watson
Dr. W. D. Weatherford
Dean Luther Weigle
Randall Weisiger
Hon. Samuel A. Weiss
Milton P. Webster
Carter W. Wesley
Dr.Charles H. Wesley
George White
Mrs. Helen Wilkins
Mrs.Frances Williams
Howard Willits
Wendell L. Willkie
J. Finley Wilson
Louis D.Wirth
James Waterman Wise
Rose Mae Withers
Jimmie Woodward
Dr. Mary E. Woolley

William Worthy, Jr.
Bishop R. R. Wright, Jr.

NC-FEPC
List

February 5, 1944

List of those invited to serve on the Executive Committee of the National Advisory Council for the Negro Program.

Mrs. Chester Bolton	Congresswoman
Dr. Ralph Parkhurst Bridgman	President, Hampton Institute
Charles Browning	President, Editors Group, The Chicago Defender
Dr. Rufus Clement	President, Atlanta University
Dr. Paul B. Cornely	Assoc. Prof., Preventive Medicine, Howard University
Edwin R. Embree	President, Julius Rosenwald Fund
Prof. E. Franklin Frazier	Howard University, School of Social Work
Mrs. Gladys Groves	Sociologist, University of North Carolina
Dr. George Haynes	Federal Council of Churches of Christ in America
Dr. Alphonse Heningburg	National Urban League
Dr. E. George Payne	New York University
Dr. Jerome S. Peterson	New York City
A. Philip Randolph	President, Brotherhood of Sleeping Car Porters
Mrs. Estelle Massey Riddle	National Nursing Council for War Service
Dr. Edward Turner	President, Meharry Medical College
Dr. Arthur D. Wright	President, Southern Education Foundation

pU

Miss Dolly Lowther
160 Fifth Avenue
Laundry Workers Joint Board
New York, N. Y.   Chelsea 3-8282

xc [illegible]

Charlotte Adelmond
160 Fifth Avenue
Laundry Workers Joint Board
N. Y. C.

LOCAL COUNCILS FOR A PERMANENT FEPC

11/15/44

1. Miss Josephine Pugl
Seattle Council for a Permanent FEPC
550 Ravenna Blvd.
Seattle, Washington

2. Kenneth F. Smith, Co-Chairman
Portland Council for a Permanent FEPC
5942 N.E. 8th Ave.
Portland 12, Oregon

3. William Pollard
NAACP L. A. Council for a Permanent FEPC
4006½ S. Central Ave.
Los Angeles 11, Calif.

4. Miss Annie Clo Watson
Bay Area Council Against Discrimination
565 Mills Building
San Francisco 4, Calif.

5. Miss Thelma S. Freeman
Denver Council for a Permanent FEPC
2057 Ogden Street
Denver 5, Colorado

6. Rev. James Asa White
P. O. Box 2435
Reno, Nevada

7. David Grant
Interracial Commission of St. Louis
11 Jefferson Ave.
St. Louis, Mo.

8. Miss R. E. Arnold
Kansas City Council for a Permanent FEPC
2221 Forest Ave.
Kansas City 8, Mo.

9. Mr. Jack Wochick
Vallejo Council for a Permanent FEPC
127 Mississippi St.
Vallejo, Calif.

10. Lloyd Lewis
The Frontiers Club
2536 Lakeview Avenue
Dayton, Ohio

11. Mrs. Lucille Stewart, Secty.
The Citizens Committee for Interracial Action
509 Hooper Bldg.
Salt Lake City, Utah

12. Clarence W. Anderson
Metropolitan Detroit Council on FEPC
906 Transportation Bldg.
Detroit, Mich.

13. Mrs. Beulah T. Whitby
305 W. Fort Street
Detroit, Mich.

14. Robert Parker
Phila. Metropolitan Council for Equal Job Opportunities
121 N. Broad St.
Phila., Pa.

15. Arnold Aronson, Chairman
Division of Employment
166 W. Jackson Blvd., Room 812
Chicago, Ill.

16. Rev. H. T. S. Johnson, Secty.
East Bay Council for a Permanent FEPC
3026 Dohr Street
Berkeley, Calif.

17. Miss Mildred D. Wilcox
Southwestern Connecticut Committee to
Promote Fair Employment Practices
422 Summer Street
Stamford, Conn.

18. Mrs. Bobbie Davis
Omaha Council for a Permanent FEPC
2514 Corby Street
Omaha, Nebraska

19. Prof. James H. Sheldon
N. Y. Metropolitan Council for a Permanent FEPC
165 W. 46th St.
New York City

20. Elwood Parsons
Dayton Council for a Permanent FEPC
749 Dennison Avenue
Dayton, Ohio

21. Miss Gertrude Tanneyhill
Rev. J. C. Williams
Citizens Coordinating Committee
22 2018 Center Avenue
Pittsburgh, Pa.

22. Mrs. Clara Smith
Paterson Council for a Permanent FEPC
105 Carroll Street
Paterson, N. J.

23. Mr. Earl Duldner
22 1978 E. 70th Street
Cleveland 23, Ohio

24. Miss Elizabeth J. Meadows, Secty.
Buffalo Council for a Permanent FEPC
220 Purdy Street
Buffalo, N. Y.

25. John Solano
Spanish Speaking Sub-Council
Denver Council for a Permanent FEPC
416 Kalamath Street
Denver, Colo.

26. Dr. Homer A. Jack
Chicago Council Against Racial & Religious Discrimination
166 W. Jackson Blvd.
Chicago, Ill.

27. Mr. Felipe Usquiano, Chairman
San Diego Council for a Permanent FEPC
3188 Boston Avenue
San Diego 2, California

28. Frank Paz
Hull House
800 S. Halsted Street
Chicago, Ill.

29. Mr. Jess Gonzales
Steel Workers Union
9018 S. Exchange Ave.
Chicago, Ill.

30. Mr. Cleofas Calleros
1001 S. Santa Fe Street
El Paso, Texas

31. Miss Gertrude B. Brooks
Utica Council for a Permanent FEPC
407 Park Avenue
Utica, New York

32. Mr. Martin H. Quintana
904 W. Didier Ave.
Belen, New Mexico

33. Robert Kearse
Postmaster
Vaux Hall, N. J.

34. Mrs. Joseph B. Robinson
Co-Chairman, Albany FEPC Council
227 Hamilton Street
Albany, New York

35. Mrs. Jean Friedberg
575 Chandler Street
Worcester, Mass.

36. Rev. H. Otheman Smith, President
Yonkers Federation of Churches
c/o YMCA
Yonkers, New York

copy
NC-FEPC
Div

Julia C. Hester House, Inc.
3605 LYONS AVENUE
PRESTON 0739
HOUSTON 10, TEXAS

Robert L. Neal,
Executive Director

BOARD OF DIRECTORS:
William M. Ryan, President
John E. Codwell, 1st Vice President
Mrs. Charles L. King, 2nd Vice President
Mrs. Ethel C. Ellison, Secretary
Warren Dale, Treasurer
Rev. J. H. M. Boyce
Mrs. Jas. S. Crate
Miss Nina Cullinan
Mrs. T. M. Fairchild
Mrs. Lee Hankins Grigsby
Mrs. E. V. Hill
Frank L. Lane
Wright Matthews
Rev. John D. Moore
Judson W. Robinson
Charles A. Shaw
Mrs. Constance H. Thompson
Mrs. H. A. Wilson

March 29, 1945

Attention: - Mr. A. Phillip Randolph

The following are the names and addresses of the Officers elected at the organization meeting of the Houston Council of the National Council for A Permanent Fair Employment Practices Committee are as follows:

Chairman - H.P. Carter, Manager Cuney Homes
3260 Truxillo Phone Fairfax 8877
Houston, 4

Secretary - Robert L. Neal, Executive Director
Julia C. Hester House
3605 Lyons Avenue
Houston 10, Texas
Phone Preston 0739

Treasurer - W. C. Craver, Executive Secretary
Colored Y. M. C. A.
1217 Bagby

MEMBER HARRIS COUNTY WAR CHEST OF THE HOUSTON COMMUNITY CHEST AND COUNCIL

xc-FEPC
~~Exec Com~~
List

2/12/47

NATIONAL BOARD OF DIRECTORS

NATIONAL COUNCIL FOR A PERMANENT FEPC

Co- Chairmen

Mr. A. Philip Randolph, International President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York, N. Y.

Dr. Allan Knight Chalmers
Broadway Tabernacle Church
211 W. 56th Street
New York, N. Y.

Mr. Roger Baldwin, Director
American Civil Liberties Union
120 Broadway
New York, N. Y.

Miss Linna E. Bresette
National Catholic Welfare Conferences
1312 Massachusetts Ave., N. W.,
Washington, D. C.

Mr. James Carey, Secretary
Congress of Industrial Organizations
718 Jackson Place, N. W.,
Washington, D. C.

Rev. J. Henry Carpenter
Cooperative League of America
(S. Parkes Cadman Memorial Center
Cadman Plaza)
Brooklyn 1, N. Y.

Mr. Leo M. Cherne
292 Madison Avenue
New York, N. Y.

Mr. Robert R. Church
Republican American Committee
6000 Champlain Avenue
Chicago, Ill.

Mr. Max Delson
Workers Defense League
270 Broadway
New York, N. Y.

Mr. Thurman L. Dodson
507 E Street, N. W.,
Washington, D. C.

Mrs. Elsie Elfenbein, Executive Dir.
National Council of Jewish Women, Inc.
1819 Broadway
New York, N. Y.

Mr. Edwin R. Embree, President
Julius Rosenwald Fund
4901 Ellis Avenue
Chicago, Ill.

Rabbi Sidney E. Goldstein
40 W. 68th Street
New York, N. Y.

Dr. Cameron Hall
Federal Council of Churches
297 Fourth Avenue
New York, N. Y.

Bishop J. A. Gregg
AME Church
1150 Washington Blvd.
Kansas City, Kansas

Mr. William Green
AFL
Hotel Alcazar
Miami, Florida

Mr. Sidney Hollander
Council of Jewish Federations and Welfare Funds
2419 Greenmount Avenue
Baltimore, Md.

Mr. George K. Hunton
Catholic Interracial Council
20 Vesey Street
New York, N. Y.

Mr. Alfred Baker Lewis
345 Madison Avenue
New York, N. Y.

Mr. B. F. McLaurin
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, N. Y.

Mr. Morris Milgram
Workers Defense League
112 E. 19th Street
New York, N. Y.

Mr. Isaiah Minkoff, Executive Dir.
National Community Relations Advisory Council
295 Madison Avenue
New York, N. Y.

Mr. Nathaniel Minkoff
Jewish Labor Committee
218 W. 40th Street
New York, N. Y.

Mrs. Dorothy S. Norman
124 E. 70th Street
New York, N. Y.

Mr. Shad Polier
American Jewish Congress
80 Broad Street
New York, N. Y.

Mrs. Winifred Raushenbush
76 Pine Road
Norris, Tenn.

Mr. William Jay Schieffelin,
Treasurer Nat'l Council for a Permanent FEPC
620 Park Avenue
New York, N. Y.

Mr. G. Howland Shaw
2723 N Street, N. W.,
Washington, D. C.

Mr. Boris Shishkin
AFL
901 Massachusetts Ave., N. W.,
Washington, D. C.

Mrs. Harper Sibley
The United Coundil of Church Women
156 Fifth Avenue
New York, N. Y.

Mr. Roderick Stephens
215 E. 149th Street
New York, N. Y.

Mr. Willard S. Townsend,
International President
United Transport Service Employees of America
3451 S. Michigan Ave.,
Chicago, Ill.

Mr. Noah Walter, Jr.,
N. Y. State Industrial Commissioner
80 Center Street
New York, N. Y.

Mr. Walter White, Secretary
NAACP
20 W. 40th Street
New York, N. Y.

Mr. J. Finley Wilson
IBPOEW
1813 Vernon St., N. W.,
Washington, D. C.

Mr. Max Zaritsky
United Hatters, Cap & Millinery
Workers International Union
245 Fifth Avenue
New York, N. Y.

Mr. Charles S. Zimmerman
ILGWU Vice-President
218 W. 40th St.,
New York, N. Y.

Colonel Milton Richman, National Commander
Jewish War Veterans
276 Fifth Avenue
New York, N. Y.

Mr. Lester Granger
Urban League, Inc.,
1133 Broadway
New York, N. Y.

Mr. Frank Trager
Anti-Defamation League
212 Fifth Avenue
New York, N. Y.

NC. FEPC
Exec Bd

MEMO

TO DR. ALLAN KNIGHT CHALMERS 2/12/47

FROM MILO MANLY

In re: National Council Board Membership

The Board meeting of February 6th authorized a committee consisting of - Allan Knight Chalmers, A. Philip Randolph and Max Delson to review the Board membership and write inactive members regarding their present interest.

For your convenience I am sending you a list of the names of those who were dropped from the former list, and a list of the National Board of Directors according to our current lists.

Minutes of the Directors meeting of February 6th have been sent to only those names on the Board of Directors list.

MM

Copies to A. P. Randolph
Max Delson

NAMES OF BOARD MEMBERS WHICH WERE DROPPED

THEY HAVE NOT RECEIVED A COPY OF THE MINUTES OF THE

BOARD MEETING Thursday February 6, 1947

Mr. A. A. Austin
200 W. 135th St.,
New York, N. Y.

Mr. Samuel Baron
Textile Workers Organization
74 King Street East (Room 300)
Toronto, Ontario, Canada

Mrs. Mary McLeod Bethune, President
National Council of Negro Women
1318 Vermont Ave., N. W.,
Washington, D. C.

Mr. George E. Brown
Dining Car Workers
200 W. 135th St.,
New York, N. Y.

Mr. H. A. Dawson
805 S. Grace Street
Rocky Mount, N. C.

Mr. W. C. Handy
1650 Broadway
New York, N. Y.

Mrs. Thomasina W. Johnson
Chief of Minorities Division
Department of Labor
430 Irving St., N. W., Apt. 26
Washington, D. C.

Mrs. Ruth Lipper
122 E. 82nd St.,
New York, N. Y.

Miss Helen Raebeck, Educational Sec'y
National Council of Jewish Women
1819 Broadway
N. Y. C.

Mr. Alex Rose, Sec'y Treasurer
Millinery Workers Joint Bd
United Hatters, Cap & Millinery
31 W. 37th St.,
New York, N. Y.

Mrs. Mabel Staupers
1274 Fifth Avenue
New York, N. Y.

Mr. Monroe Sweetland
Molalla Pioneer
Molalla, Oregon

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 2233

Honorary Chairmen
SENATOR ARTHUR CAPPER
SENATOR ROBERT F. WAGNER
Co-Chairmen
REV. ALLAN KNIGHT CHALMERS
A. PHILIP RANDOLPH
Chairman, Executive Committee
ROY WILKINS
Treasurer
WILLIAM JAY SCHIEFFELIN

Executive Secretary
ELMER W. HENDERSON

NC-FEPC
Exec Com

July 5, 1947

Dear Board Member:

The following names have been suggested for membership on the board of directors and at the direction of the Executive Committee, are being submitted herewith for your consideration:

Mayor Hubert H. Humphrey, Minneapolis, Minnesota.

Mayor Humphrey testified in behalf of S.984 during Senate hearings. The Minneapolis City Council at his urging passed a local FEPC ordinance.

Mr. John L. Lewis, President United Mine Workers of America.

Mr. Lewis' union recently made a substantial contribution to the work of the National Council.

Mr. Ira F. Lewis, President and Publisher,
The Pittsburgh Courier (circ. 300,000 weekly)

Mr. Lucius C. Harper, Executive Editor
The Chicago Defender (circ. 200,000 weekly)

Mr. Harper was designated to serve as the personal representative of Mr. John H. Sengstacke, Publisher of the Chicago Defender and to represent that paper.

Mr. William I. Gibson, Baltimore, Maryland
Editor-in-Chief of The Afro American Newspapers.
(Circ. 200,000 weekly)

Mr. Gibson was designated to serve as the personal representative of Mr. Carl Murphy, President of the Afro-American and to represent that paper.

Mr. Melvyn Douglas, Hollywood, California

Mr. Douglas is the well-known actor and the husband of Congresswoman Helen Gahagan Douglas, of Los Angeles.

Mr. Max H. Sorenson, National Commander
Catholic War Veterans.

Will you kindly advise us by July 14 if you have any objections to the approval of these submissions. If we do not hear from you we will assume that you have decided in the affirmative.

Please accept our sincerest best wishes.

Sincerely yours,

Roy Wilkins

Roy Wilkins
Chairman, Executive Committee

EXECUTIVE COMMITTEE OF THE NATL.COUNCIL FOR A PERMANENT FEPC
in cooperation with the NATL.EMERGENCY CIVIL RIGHTS MOBILIZATION

Roy Wilkins (Chairman) Walter White
NAACP

A.Philip Randolph (ex-officio)
Brotherhood of Sleeping Car Porters

Martin Quigley (ex-officio)
Quigley Publications

Wm. Jay Schieffelin (ex-officio)
620 Park Ave. NYC

Dr. Thomas Allen
Federal Council of Churches

Mrs. Lisle Carter
National Council of Negro Women

Max Delson

Mrs. Violet Gunther
Americans for Democratic Action

Elmer Henderson
American Council on Human Rights

Lewis Hines
American Federation of Labor Bldg.

George Hunton Catholic Interracial Council

Ted Leskes
American Jewish Committee

Alfred Baker Lewis

Herbert Levy
American Civil Liberties Union

Will Maslow
American Jewish Congress

Ben McLaurin
Brotherhood of Sleeping Car Porters

Nathaniel Minkoff
ILGWU

Emanuel Muravchik
Jewish Labor Committee

Sol Rabkin
Anti Defamation League

Rev. Sandy F. Roy
Corner Stone Baptist Church

Oren~~t~~ Root Jr.

Roderick Stephens

Paul Sifton
UAW

Julius Thomas
National Urban League

Harry Read
George L.P.Weaver
CIO Committee to Abolish Discrimination

Paul Sifton - UAW

Arnold Aronson (Secty.)
NCRAC

NC-File

EXECUTIVE COMMITTEE

NATIONAL COUNCIL FOR A PERMANENT FEPC

Chairman: Mr. A. Philip Randolph, Pres.
Brotherhood of Sleeping Car Porters AFL
217 West 125th Street
New York 27, N. Y.
B.F. McLaurin
(same address)

Co-Chairman: Dr. Allan Knight Chalmers
Broadway Tabernacle Church
211 West 56th Street
New York, N. Y.

Treasurer: William Jay Schieffelin
620 Park Avenue
New York, N. Y.

Mr. Samuel Baron, Ass't Gen. Mgr.
~~Greater N.Y. Joint Board~~
~~Textile Workers Union CIO~~
~~153 West 33rd Street~~ Hotel Claridge
New York, N. Y. Brdway & 44th St.

Miss Linna E. Bresette
1312 Mass Ave., N.W.
Washington, D. C.
Margaret Garrity
(Same Address)

Mr. George E. Brown
Dining Car Employees AFL
~~135 West 125th Street~~ 200 W. 135th St.
New York, N. Y.

Mr. H. A. Dawson
805 S. Grace Street
Rocky Mt., N. C.

Mr. Thurman L. Dodson
615 F Street, N.W.
Washington, D. C.

Rabbi Sidney E. Goldstein
40 ~~East~~ West 68th Street
New York, N. Y.

Mr. Sidney Hollander, Pres.
Council of Jewish Federations & Welfare Funds
2513 Talbot Road
Baltimore 18, Md. (16)

Mr. George K. Hunton, Dir.
Catholic Interracial Council
20 Vesey Street
New York, N. Y.

Miss Thomasina ~~S.~~ W. Johnson
1216 ~~Gerrard~~ Girard St., N. W.
Washington, D. C.

Mr. Nathaniel Minkoff, Secy-Treas.
Joint Board Dressmakers Union
I.L.G.W.U. - AFL
218 West 40th Street
New York, N.Y.

Rev. James Myers
Federal Council of Churches
297 Fourth Avenue
New York, N. Y.

Mrs. Dorothy S. Norman
124 East 70th Street
New York, N. Y.

Miss Winifred Raushenbush
Committee on Race Discrimination
170 Fifth Avenue
New York, N. Y.

Mr. Alex Rose, Secy-Treas.
Millinery Workers Joint Board
United Hatters, Cap & Millinery
Workers International Union AFL
31 West 37th Street
New York, N. Y.

Rt. Rev. John A. Ryan, D.D.
1312 Mass. Ave., N. W.
Washington, D. C.

Mrs. Mabel Staupers, Dir.
Nat'l Assoc. of Grad. Colored Nurses
1790 Broadway
New York, N. Y.

Mr. Monroe Sweetland
Com. to Abolish Race Discrimination
718 Jackson Place, N. W.
Washington, D. C.

Mr. Noah Walter~~s~~, Jr. ~~Asst. Mgr.~~
~~Laundry Workers Joint Board~~
~~Laundry Workers Union CIO~~
~~160 Fifth Avenue~~ N.Y. State Industrial Commissioner
New York, N. Y. 80 Center St.

Mr. Max Zaritsky, Pres.
United Hatters, Cap & Millinery
Workers International Union
245 Fifth Avenue
New York, N. Y.

Mr. Charles Zimmerman, Vice-Pres.
I.L.G.W.U. AFL
~~1710 Broadway~~ 218 W. 40th
New York, 18, N. Y.

Dr. Ernesto Galarza
Pan-American Union
17th & Constitution, N.W.
Wash., D.C.

Mr. W. C. Handy
1650 Broadway
New York, N.Y.

Mr. A. A. Austin
209 W. 125th St.
N.Y.C.

Mr. Willard S. Townsend
International President
United Transport ~~S~~ Service Employees of America
3451 S. Michigan Avenue
Chicago. 16. Ill.

NL-FEP
Gen

EXECUTIVE COMMITEE OF THE NATIONAL COUNCIL FOR A PERMANENT FEPC

Mr. A. A. Austin
209 W. 125th St.,
New York, N. Y.

Mr. Samuel Baron
Textile Workers Organization
74 King Street East (Room 300)
Toronto, Ontario, Canada

Mrs. Mary McLeod Bethune, President
National Council of Negro Women
1318 Vermont Ave., N. W.,
Washington, D. C.

Miss Linna E. Bresette
National Catholic Welfare Conference
1312 Massachusetts Ave., N. W.,
Washington, D. C.

Mr. George E. Brown
Dining Car Workers
200 W. 135th St.,
New York, N. Y.

Mr. James Carey, Secretary
Congress of Industrial Organizations
718 Jackson Place, N. W.,
Washington, D. C.

Dr. Allan Knight Chalmers, (Co-Chairman)
Broadway Tabernacle Church
211 W. 56th St.,
New York, N. Y.

Mr. H. A. Dawson
805 S. Grace Street
Rocky Mount, N. C.

Mr. Max Delson
National Council Workers Defense League
270 Broadway
New York, N. Y.

Mr. Thurman L. Dodson
307 E Street, N. W.,
Washington, D. C.

Rabbi Sidney E. Goldstein
40 W. 68th St.,
New York, N. Y.

Mr. W. C. Handy
1650 Broadway
New York, N. Y.

Mr. Sidney Hollander
Council of Jewish Federations and
Welfare Funds
2419 Greenmount Avenue
Baltimore, Md.

Mr. George K. Hunton
Catholic Interracial Council
20 Vesey Street
New York, N. Y.

Mrs. Henry A. Ingraham, President
National Board Y.W.C.A.
600 Lexington Avenue
New York, N. Y.

Mrs. Thomasina Walker Johnson
1216 Girard Street, N. W.,
Washington, D. C.

Mrs. I. Lee Levy, President
National Council of Jewish Women
1819 Broadway
New York, N. Y.

Mrs. Ruth Lipper
122 E. 82nd St.,
New York, N. Y.

Mr. B. F. McLaurin
Brotherhood of Sleeping Car Porters
217 W. 125th St.,
New York, N. Y.

Mr. Morris Milgram
Workers Defense League
112 E. 19th St.,
New York, N. Y.

Mr. Isaiah Minkoff, Executive Director
National Community Relations Advisory
Council
295 Madison Avenue
New York, N. Y.

Mr. Nathaniel Minkoff
ILGWU
218 W. 40th St.,
New York, N. Y.

~~Rev. James Myers~~
~~Federal Council of Churches~~
~~297 Fourth Avenue~~
~~New York, N. Y.~~

Dr. Cameron Hall
Federal Council of Churches
297 Fourth Avenue
New York, N. Y.

Mrs. Dorothy S. Norman
124 E. 70th St.,
New York, N. Y.

Mr. A. Philip Randolph, (Co-Chairman)
Brotherhood of Sleeping Car Porters
217 W. 125th St.,
New York, N. Y.

Mrs. Winifred Raushenbush
Norris Park
Norris, Tenn.

Mr. Alex Rose, Sec'y Treas.,
Millinery Workers Joint Board
United Hatters, Cap & Millinery
Workers Int'l Union AFL
31 W. 37th St.,
New York, N. Y.

Mr. William Jay Schieffelin
620 Park Avenue
New York, N. Y.

Mr. Boris Shishkin
AF of L
901 Massachusetts Ave., N. W.,
Washington, D. C.

Mrs. Mabel Staupers
Natl Association of Graduate Colored Nurses
1790 Broadway
New York, N. Y.

Mr. Monroe Sweetland
Molalla Pioneer
Molalla, Oregon

Mr. Willard S. Townsend
International President
United Transport Service Employees
of America
3451 S. Michigan Avenue
Chicago 16, Ill.

Mr. Noah Walter, Jr.,
N. Y. State Industrial Commissioner
80 Center Street
New York, N. Y.

Mr. George Weaver
CIO
718 Jackson Pl., N. W.,
Washington, D. C.

Mr. Walter White, Secretary
National Association for the
Advancement of Colored People
20 W. 40th St.,
New York, N. Y.

Mr. Max Zaritsky
United Hatters, Cap & Millinery
Workers International Union
245 Fifth Avenue
New York, N. Y.

Mr. Charles S. Zimmerman, Vice
President
ILGWU
218 W. 40th St.,
New York, N. Y.

NC-FEPC
Gen
List

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80 Spring St. #18

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Mr. Robert J. Smith, Sec.
793 E. 9th St.

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331½ E. 9th St.

Chicago, Illinois

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3614 Cottage Grove Avenue

Mr. A. W. Williams, Co-Chairman
c/o Mutual Life Insurance Co.
4719 S. Indiana Avenue

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4719 S. Indiana Avenue

Homer Jack
166 West Jackson Boulevard, Rm.812 #4

Cincinnati, Ohio

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612 W. 9th St.

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308 W. 5th St.

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Urban League
312 W. 9th St.

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1003 Chapel St.

Cleveland, Ohio

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2587 E. 55 St. #4

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2380 E. 40 St.

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2380 E. 40 St.

Columbus, Ohio

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427 Cleveland Ave.

Mrs. Esther Walker,Tyree, Sec.
192 S. Wheatland Ave.

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c/o Spicer Furniture Co.
993 Mt. Vernon Ave.

Denver, Colorado

Rev. Daniel G. Hill
220 23rd St.

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Plymouth Congregational Church
Garfield and Beaubien St.

Durham, North Carolina

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Carolina Times
117 Peabody St.

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Mutual Building and Loan Association

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Cuney Homes
1609 Pinecrest #4

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3605 Truxville #10

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1217 Bagby

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Miss Willie B. Harmon, Sec.
2221 Forest Ave. #8

Mrs. Frances Hayden, Treas.
2221 Forest Avenue #8

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Marlene D. Wright
2199 W. 31 St. #7

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Louisville Urban League
418 S. 6th St.

Nashville, Tenn.
Mr. H. W. Day, Chairman
403 Charlotte St.

New Orleans, La.
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315 S. Rampart St. #13

Mrs. Anna B. Douglas, Secretary
2719 Marengo St.

Mrs. James E. Gayle, Treasurer
315 S. Rampart St. #13

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Mrs. Robert Turner Davis, Chairman
2514 Corby St.

St. Louis, Missouri
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YMCA 2846 Pine Boulevard

Doris Preisler, Co-Chairman
YMCA 2846 Pine Boulevard

Adele DeBoe, Secretary
YMCA 2846 Pine Boulevard

St. Paul, Minnesota

Seattle, Washington
Mr. E. I. Robinson
662½ Jackson St.

Vallejo, Calif.
Miss Dolores Wing, Secretary
207 Capital St.

AC-FBC Labor Lists

T. A. Jackson
Dining Car Employees
200 W 135 St-30

N. Jerome Kaplan
Retail, Dry Goods Employees Union
251 W 42 St-18

Isadore Katz
Textile Workers Union of Am
15 Union Squarte-3

Martin C Kyne
100 W 42 St-18

Max Kloeppel
1860 Broadway Suite 712 -23

Marx Lewis
United Hatters
245 5th Ave-16

Abraham Miller
Amalgamated Clothing Workers
31 W 15 St-10

Dr. Broadus Mitchell
1710 Broadway-19

William Messevitch
Cafeteria Employees Union
1155 ~~M~~Broadway

Milton Murray,
American Newspaper Guild
63 Park Row -7

Thomas Murtha
Central Treades & Labor Council
265 W 14 St.-11

Isidore Nagler
Amalgamated Ladies' Garment Cutters'Union
~~XxtxWx~~ 218 W 40 St-18

Jacob Pat
Jewish Labor Committee
175 E Broadway-~~3~~2

James C. Quinn
Central Trades Labor Council
265 W 14-11

Ralph S Redmond
5z 453 W 152 St-31

Emil Rieve
Textile Workers Union of America
11 Union Square-3

M. Rodriquez
Hotel & Restaurant Workers Union
247 W 46 St-19

Lawrence Rogin
Te tile Workers Union
15 Union Sq-3

Alex Rose
31 W 37 St-18

Jack Rosenberg
1265 6th Ave-19

Jack Rubenstein
Textile Workers Unoion 15 Union Sq-3

Joseph P. Ryan
International Longshoremen's Assn'
265 W 14 St-11

David Schukin
Workmen's Circle
218 W 40 St-18

Fred Seafidi
1087 E tremont Ave.-60

Louis Segal
45 E 17 St-3

Abraham C Shapiro
National Assn of Letter Carriers
2105 Clinton Ave-27

Charles B. Sherman
Jewish Labor Committee
175 E Broadway-2

Samuel Shore
873 Broadway-3

Herman Silverman
Display Fixtures Workers Union
799 Broadway-3

Mrs. Rebecca Simmson
Teachers Guild Local 2
317 W 87 St-24

Abraham Snyder
Corset & Brassiere Workers Union
932 Broadway-10

Mark Starr
ILGWU
1710 broadway-19

H. Templemen
Brushmakers Union
799 Broadway

Charlotte Adelmond
Laundry Workers Joint Board
160 5th Ave

Luigi Antonini
218 W. 40 St
New York 18

George Baldanzi
Textile Workers Union of America
15 Union Square

Joseph Baskin
The Workmen's Circle
175 East Broadway

M. Bernstein
Washable Clothing Sportswear & Novelty Workers Union
799 Broadway -9

Israel Breslow, Chairman
Rrogressive Dressmakers, Branch 122
Workmen Circle
218 W. 40 St - 18

Nathan Chanin
Jewish Labor Committee
175 East Broadway-7

Max Cohen
Dress & Waist Pressers' Union
601 8th Ave - 18

William Collins
1440 Broadway, Rm 2209-18

Joseph Decker
Delicatessen & Restaurant Countermen's Union
251 W. 42 St-18

Nathan Ehrlich
Cake Bakers Union - Local 51
250 W 57 Street-19

Anthony H. Esposito
Playthings, Jewelry & Novelty Workers Union
225 Lafayette St-12

Sam B Eubanks
American Newspaper Guild
63 Park Row-7

Israel Feinberg
131 W 33 St
Cloakmakers Joint Board

William Feinberg
1267 6th Ave-19

Alex Fenster
Watch Jewelry Workers Union
14 W 19 St-11

Anthony Filorimo
Excavators & Bldg Laborers Union
205 E. 112 St-29

Thomas J. Fitzpatrick
United Retail & Wholesale Candy Employees
113 W. 42 St-18

Joseph Fox
Cafeteria Employees Union
1155 Broadway-1

Zackery L. Freedman
ILGWU Local 66
135 W ~~2~~ 33 St-1

Harold J. Garno
101 W 31 St-1

Benjamin A. Gebiner
Workmen's Circle
175 E Broadway-7

Edmond Gottesman
N Y Joint Board of Neckwear Workers
7 E 15 St-3

Harry Greenberg
100 E 17 -3

Michael F Greene
United Hatters, Cap & Millinery Workers
Int'l Union
245 5th Ave-16

NC-FEPC
Div

LOCAL COLUMBUS COUNCIL FOR A PERMANENT FEPC

NAMES AND ADDRESSES OF OFFICERS:

Mr. Kenneth Banks, President
427 Cleveland Avenue
Columbus, Ohio

Miss Dorothea Flounoy, Vice President
Blue Triangle YWCA
690 E. Long Street
Columbus, Ohio

Mrs. Esther Walker Tyree, Secretary
192 S. Wheatland Avenue
Columbus, Ohio

Mr. Charles F. Spicer, Treasurer
c/6 Spicer Furniture Company
993 Mt. Vernon Avenue
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Chairman of the Executive Committee
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Most Rev. Francis J. Haas
265 Sheldon Avenue, S. E.
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1312 Massachusetts Ave., N. W.
Washington 5, D. C.

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Most Rev. Bernard Sheil
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329 W. 108th Street
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Most Rev. Robert Lucey
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Mr. George K. Hunton, Editor
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National Council of Catholic Men
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Washington 5, D. C.

National Council of Catholic Women
Miss Margaret T. Lynch
1312 Massachusetts Ave., N. W.
Washington 5, D. C.

National Council of Catholic Women
Mrs. Robert A. Angelo
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York, Pennsylvania

Rev. Paul H. Furfey
Dept. of Sociology
Catholic University
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French Canadian priest from Maine

Rev. Francis Gilligan, Chairman
Minnesota State Interracial Council
St. Paul Seminary
St. Paul, Minnesota

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Coadjutor Bishop of Corpus Christi
Laredo, Texas

Miss Henrietta Castillo
Kerrville, Texas

Cleofas Calleros
N. C. W. C., Port of Immigration
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Immaculate Conception Church
Rio Grande City, Texas

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Kansas City, Missouri (PLEASE FORWARD)

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Librarian, Regis College
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His Excellency
The Most Rev. Joseph T. McGucken
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Rt. Rev. Msgr. Thomas J. O'Dwyer
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Los Angeles, California

Catholic Committee of the South
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Archbishop Stretch
Chicago

Knights of Columbus ?
Daughters of Isabelle ?

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Methodist Church

Clarence Pickett
Society of Friends
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Miss Louise Young
Social, Industrial & Race Relations
Director
Scarrit College, Nashville, Tenn.

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American Civil Liberties Union
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15 Broad Street
New York City

William Shirer
"Berlin Diary"

Lillian Smith, Editor
"South Today"
Clayton, Georgia

Fowler McCormick, Pres.
International Harvester

Walter Hoving
Lord & Taylor and also
Chairman of United Negro College Fund

Mrs. Mary Ingraham
National Board, Y. W. C. A.
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New York City

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Harry Emerson Fosdick
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Miss Mary Louise Rogers
U. S. Student Assembly
Swarthmore, Pa.

Charles Evans Hughes, Jr.
Chairman, N. Y. C. Mayor's Committee

Beulah Whitby
Office of Civilian Defense
Detroit Municipal Defense Council
2451 Woodward Avenue
Detroit, Michigan

Pearl Buck

Louis Adamic

Ed Embree

Samuel Zemurray, President
United Fruit Co.

Jack Straus, President
R. H. Macy & Co.
34th & Broadway
New York City

Abraham Lubin
National Smelting Co.
Cleveland, Ohio

Wm. Jay Schieffelin
620 Park Avenue
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Rabbi Stephen A. Wise
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New York City

Rabbi Sidney E. Goldstein
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217 West 125th Street
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United Transport Service Employees of
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3461 S. Michigan Ave.
Chicago 16, Illinois

Walter Hardin
UAW
411 W. Milwaukee
Detroit, Michigan

David Dubinsky, Pres.
I. L. G. W. U.
1710 Broadway
New York City

H. L. Mitchell, Pres.
S. T. F. U.

John L. Lewis
United Mine Workers
15th & I Sts., N. W.

Harold Smith Swift
Swift Smith Packers
Chicago, Ill.

R. J. Knowlson

Rabbi Abba Silver
Cleveland, Ohio

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Washington, D. C.

William Green, President
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CIO
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James Patton, President
Farmers Union
Munsey Building
Washington, D. C.

R. J. Thomas, President
UAW
411 W. Milwaukee
Detroit, Michigan

Max Zaritsky, Pres.
United Hatters, Cap & Millinery
Workers Int'l Union, AFL
245 Fifth Avenue
New York City

Sidney Hillman, Pres.
Amalgamated Clothing Workers of
America
160 Fifth Avenue
New York City

Rabbi Ferdinand M. Isserman
5017 Washington Avenue
St. Louis, Missouri

Walter White, President
N. A. A. C. P.
69 Fifth Avenue
New York City

Lester Granger, Exec. Secty.
Urban League
1133 Broadway
New York City

Emmet Scott
Personnel Director
Sun Shipyards

Mary McLeod Bethune
National Council of Negro Women
1318 Vermont Avenue, N. W.
Washington, D. C.

Judge William H. Hastie
Howard University
Washington, D. C.

Francis E. Rivers (Judge)
233 Broadway
New York City

Miss Thelma Stevens, Exec. Secty.
Woman's Division
Christian Service of Board of Missions,
Methodist Church
150 Fifth Avenue
New York City

MC-FEPC

List of People who belong to New Orleans Council for Permanent FEPC

Mrs. W.J.Dorsey	4518 Magnolia Street	New Orleans,La.
James A. Gayle	310 S. Saratoga Street	New Orleans,La.
Rev. L.L.Haynes	2217 Jackson Avenue	New Orleans,La.
Dr. F.Rivers Frederick	2107 Dryades Street	New Orleans,La.
J.Edwin Wilkins	2120 Jackson Avenue	New Orleans,La.
Ernest Delpit	315 S.Rampart Street	New Orleans,La.
Ernest J.Wright	2506 LaSalle Street	New Orleans,La.
J.Harvey Netter	518 S. Rampart	New Orleans,La.
Jas. A. Lewis	901 N.Claiborne Ave.	New Orleans,La.
Jas. A. Holtry	1807 Dryades Street	New Orleans, La.

NC-FEPC
Div.

LOCAL COUNCIL FOR FAIR EMPLOYMENT PRACTICE

CHATTANOOGA, TENNESSEE

NAME	ADDRESS
Rev. E. L. Hickman, Chairman	110 West Sixth St.
R. B. Buckner, Vice Chairman	420 East Ninth St.
Robert J. Smith, Secretary	793 E. Ninth St.
Dr. G. Haven Moores, Treasurer	331½ E. Ninth St.
Mr. Earl Brown	124 E. Ninth St.
Mr. Harvey E. White	750 E. Ninth St.
Mr. Odell Lowery	427 E. Ninth St.
Mr. Samuel Woods	910 Magnolia St.
Mr. F. S. Mitchell	124½ E. Ninth St.
Dr. A. H. Logan	432½ E. Ninth St.
Dr. W. A. Thompson	#750½ E. Ninth St.
Dr. Leroy Capehart	432 E. Ninth St.
Dr. L. L. Patton	805 Magnolia St.
Dr. P. L. Stephens	1917 Citico Ave.
Mr. R. H. Craig	124½ E. Ninth St.
Mrs. Aline Upshaw	YWCA, 924 E. Eighth St.

NY-FEPC

C. I. O. ORGANIZATIONS SUPPORTING THE GARDEN RALLY

New York State C.I.O. Council
Louis Hollander
Harold Garno

New Jersey State C.I.O. Council
Carl Holderman

New Jersey Regional Office
Ewald Sandler

New York Regional
Jack Altman

United Retail Wholesale
Wolchock

Barbers
Sammarino

Textile, New Jersey
Sol Stetin

New York Textile
Milton Rosenberg

National Textile
Larry Rogin

U.A.W.
George Cranmore

Shoe Rebuilders
G. D. Procopio

Utility Workers
Pachaler

United Rubber
Bosley

National Council for a Permanent F. E. P. C.

National Board of Directors

Responsible for overall direction of the National Council.

Fund-raising Committee

Can be a sub-committee of the Natl. Board, or it could be a committee composed of one member of the Natl. Board acting as chairman who would select his committee members from the community at large.

In either event the Director of Fund Raising and his staff should be selected by and be responsible to the Fund-raising Committee.

Administrative Committee

Is a sub-committee of the Natl. Board and is responsible for the day by day operation of the Council, reporting to the Natl. Board on its regular meeting day. It also cooperates closely with the Policy Committee.

Policy Committee

A sub-committee of the Natl. Board which develops strategy and policy and recommends same to the Natl. Board for adoption.

Executive Secretary

Is directly responsible to the Administrative Committee for effectuating the program of the Council as promulgated by the Natl. Board and directed by the Administrative Committee.

Makes recommendations to the Administrative Committee, makes reports, and consults with committee chairmen.

Assistant Executive Secretary

Responsible for coordination of operative details of Natl. Council activities.

In absence of Executive Secretary assumes responsibilities of Executive Secretary.

Director, Public Relations

Responsible for newspaper, radio, magazine contacts and releases. Research and preparation of articles, speeches, etc.

Legislative Representatives

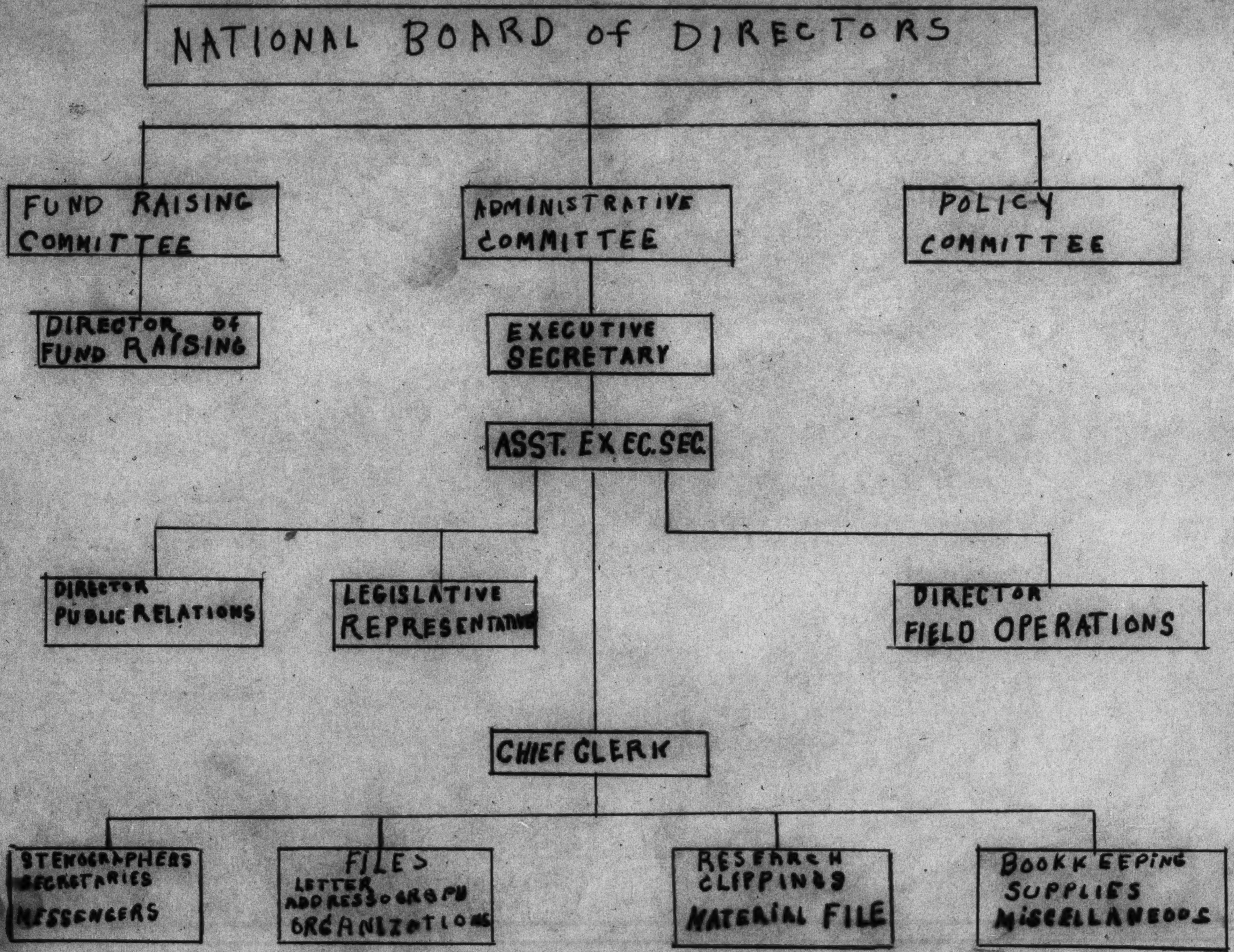
Responsible for contact work and information with and about individual congressmen, organizations, etc.

Director, Field Operations

Responsible for supervision of field staff. Must be able to move freely among field teams to assist and coordinate their activities with other operations of Natl. Council, and to keep activities of field staff and home office adapted to local field conditions. Field staff is directly responsible for creation of local councils, promotion of an educational program, and gathering of information on local civic and political affairs that will enable the home office to effectively maintain its program in keeping with the indicated needs of the community.

Chief Clerk

Is a working clerk, sometimes called a "clerk in charge." Such a clerk keeps track of the volume of work assignments, inventories, lunch periods, and other minor details of office xxxxx operation.


NATIONAL BOARD of DIRECTORS
FUND RAISING COMMITTEE
ADMINISTRATIVE COMMITTEE
POLICY COMMITTEE
DIRECTOR OF FUND RAISING
EXECUTIVE SECRETARY
ASST. EXEC. SEC.
DIRECTOR PUBLIC RELATIONS
LEGISLATIVE REPRESENTATIVE
DIRECTOR FIELD OPERATIONS
CHIEF CLERK
STENOGRAPHERS SECRETARIES MESSENGERS
FILES LETTER ADDRESSOGRAPH ORGANIZATIONS
RESEARCH CLIPPINGS MATERIAL FILE
BOOKKEEPING SUPPLIES MISCELLANEOUS

NC-FEPC
LA Local

GREATER LOS ANGELES CHAPTER OF NATIONAL COMMITTEE FOR A PERMANENT F.E.P.C.

Chairman

Dr. Veda Sommerville

Vice Chairman

Rev. D. D. Turpeau

Secretary

John H. Dial, Jr.

Treasurer

L. B. Thompson

Executive Committee

Thomas Ranford	President Central Labor Council A.F.L.
Irvin De Shelter	Regional Dir. National C.I.O So. Calif.
Nita Blackwell	
Loren Miller	Bar Association
Thomas Griffith	N.A.A.C.P.
James Anderson	East Side Labor Committee
H. A. Howard	Business
Melvin Douglas	Hollywood
Harold Kingsley	Bronzeville
Harold Prince	YMCA
Lillian EuDailey	YWCA

[redacted]

Organizational Committee

Margaurete Moore	3703 S. Van Ness	Pa. 5804
Dr. Cato Robinson	1240 W. Jefferson Blvd.	Pa. 5241
Dr. J. P. Taylor	3112 S. Western Ave.	
Moody Staten	1368 E. 49th St.	Ad. 19067
Dr. E. I. Robinson	2510 S. Central Ave.	Ri. 9768
Ralph Bands		
Mrs. Fay Allen	546 E. Jefferson Blvd.	Ce. 22746
H. A. Howard	3208 S. Central Ave.	Ad. 8504
Horace P. Clark	2205 S. Hobart Blvd.	Re. 7439
George Beavers	4261 S. Central Ave.	Ad. 6126
Norman Houston	4261 S. Central Ave.	Ad. 6126
Louis Blodgett	2512 S. Central Ave.	Ad. 8164
Leonard Christmas	503 E. First Street	
Mrs. Martha Jones		
Mrs. Litita Murry	4715 Compton Ave.	
Dr. Veda Sommerville	2104 S. Harvard	Re. 6683
Josephine Brown	643 E. Santa Barbara	Ad. 8333
Laura Slayton	1236 E. 54th St.	Ad. 7735
J. Raymond Booth	215 W. 7th St.	Tr. 6271
A. A. Heist	257 S. Spring St.	Mi. 9708
Edmond Cooke	416 W. 8th St.	Mi. 9338
Katherine Lackey	USC 4223 S. Grand Ave.	
Melvin Douglas	7141 Senalda	
Ataloa	1086 Le Claire Pl.	
William Jones	2510 S. Central Ave.	
Jack Berman	727 W. 7th St.	Tr. 5301
Leonard Senters	200 W. 57th St.	Ce. 25287
Vince Monroe Townsend	4406½ S. Central Ave.	Ad. 15910
Loren Miller	1105 E. Vernon Ave.	
Rev. Henderson	537 W. 37th St.	Pr. 4806
Rev. Turpeau	3609 Third Ave.	Ro. 4102
Rev. Johnathan L. Caston	3601 S. Arlington	Re. 0644
Harold Kingsley	120 N. San Pedro	
James H. Anderson	4006½ S. Central Ave.	Ad. 16071
Zane Mekler	206 S. Spring St.	Mi. 3475
Aubry Blair	729 S. Figueroa St.	Mi. 8821
Robert Gilbert	A.F.L. Lawyer 426 Wm. Garland Bldg.	Tu. 9266

Organizational Committee Continued

Will Rogers	9700 Wilshire Blvd. Beverly Hills, Calif.	Br. 24247
Susan Adams	124 W. 6th St.,Rm. 528	Tu. 6410
Wm. Basset	538 S. Maple Ave.	Mu. 5301
Susie Mingleton		
Wright Fillmore	1368 E. 48th St.	Ad. 5084
Victor Nix	~~4006½ S. Central Ave.~~ 2106 W. 30	Ro. 3947
Leon Washington	1050 E. 43rd Pl. L. A. Sentinel	Ad. 8194
Alameda Davis	4225 S. Central Ave. L. A. Tribune	Ad. 0501
James Irving	500 S. Central Ave. Neighborhood News	Ce. 27142
J. Cullen Fentress	4020 S. Central Ave. Courier	Ad. 0403
Irwin De Shelter	307 S. Hill, 8th Floor C.I.O. Dir.	Ma. 63203
John Despol	2810 Camulos Pl. C.I.O. Steel	Je. 8111
Phil Lehrman	5851 S. Avalon Blvd.	Ad. 8196
Arthur Morrison	5851 S. Avalon Blvd.	Ad. 16846
Luther Merriweather	1339 E. 42nd St.	Ce. 23940
Robert Evans	5851 S. Avalon Blvd.	Ce. 23577
Charles S. Smith	4110 E. Slauson Ave.	Je. 8111
James Stanton	5851 S. Avalon Blvd.	Ad. 16846
Lou Levy	215 E. 8th St.	Tr. 9077
Thomas Ranford	538 S. Maple,AFL Pres.	Mu. 5301
Thomas L. Griffith	5000 S. Wall St.	Ce. 22477
Nita Blackwell	5334 S. Mail	
Blackie Lunceford	5851 S. Avalon Blvd.	Ce. 26363
James Thompson	1208 E. 20th St.	Pr. 3626
Thedore Gray	1126 E. 53rd St.	
Syntell Vaughn	4006½ S. Central Ave.	Ad. 14109
Edward Bailey	1710 S. Central Ave.	Pr. 5418
Griselda Kuhlman	833 S. Spring St.	Tr. 4033
Arthur Patterson		Ad. 31783
Morris Zussman	5851 S. Avalon Blvd.	Ad. 6171
Leon Steward	2916 Budlong	
U. S. Griggs	1524 W. 36th Pl.	
Robert Bennett	158 N. Occidental Blvd.	
E. W. Fisher	803 E. 32nd St.	
John Hardee	3613 S. Gramercy Pl.	
Gilbert Lindsey	774 E. 52nd Pl.	Ce. 20524
Herbert Ward	1415 W. 37th St.	
Joseph B. Morris	135 E. 49th St.	
Frank LaVinge	2201 S. Catalina	Pa. 5296
C. V. O'Halloran	5851 S. Avalon Blvd.	Ad. 8196
George B. Roberts	5851 S. Avalon Blvd.	Ce. 26363
Jerry Posner	833 S. Spring St.	Tr. 4033
Harold Prince	YMCA, 1006 E. 28th St.	Ad. 7193
Lillian EuDailey	YWCA, 4260 Woodlawn Ave.	Ad. 14103
L. G. Robinson	1028 E. Jefferson Blvd.	Ce. 24042
Rev. W. J. Nickleberry	1148 E. 57 St	Ce 22376

COMMISSION CHAIRMAN

Chester Bowles, former Governor of Connecticut
Robert Carr, former Executive Secretary, President's Committee on Civil Rights
William H. Davis, former Chairman War Labor Board
R. E. Gilmore, President, Sperry Gyroscope Company
Earl Harrison, former Dean, University of Pennsylvania Law School.
Dwight Palmer, President, General Cable Corporation
Robert Patterson, former Secretary of War.

While the above individuals are suggested for consideration as Chairman of the proposed Commission, each would, of course, make an excellent Commission member.

COMMISSION MEMBERS

Henry Berlin, President Converse Rubber Company, Malden, Mass.
Dowdal H. Davis, President, National Negro Publisher's Association- Kansas City, Missouri
William Green, President, American Federation of Labor, Washington, D. C.
Oliver Hill, attorney, former member City Council, Richmond, Va.
Mrs. Mildred McAffee Horton, former President Wellesley College, former Director of WAVES, New York City
Irving Kane, President Hospital Specialities Inc., member Cleveland FEP Commission, Cleveland Ohio

Philip Klutznick, President, American Community Builders, former Commissioner Public Housing Authority, Chicago, Ill.

Fred Lazarus, President Federated Department Stores --Cincinnati, Ohio
Dr. Benjamin E. Mayo, President, Morehouse College, Atlanta, Georgia
Joseph J. Morrow, Personnel Manager, Pitney-Bowes Company, Stamford, Conn.
Philip Murray, President, Congress of Industrial Organizations, Washington D. C.
Julian J. Reiss, clothing manufacturer, former member N. Y. State Commission Against Discrimination, Lake Placid, NY
Harold Russell, National Commander, AMVETS
Bishop William Scarlett, St. Louis, Mo.
Miss Dorothy Shaver, President, Lord & Taylor, New York City
Bishop Henry Knox Sherrill, President National Council of Churches, New York
Dr. Edward J. Sparling, President Roosevelt College, Chicago, Ill.
Charles Vatteratt, real estate business, former President Catholic Interracial Council, St. Louis, Mo.

National Community Relations Advisory Council

MUrray Hill 5-1600

295 Madison Ave.
New York 17, N. Y.

from

ARNOLD ARONSON

~~Prof~~ Henry Knox Sherrill
Pres Fed Council

Bishop Wm Scarlett
Bishop of Mo diocese
1210 Lou

✓ Mrs. Mildred McAfee Horton
Former Pres Wellesley
Dir of Wave
NY

Dr. J Earl Moreland
Pres Randolph-Macon College Va

Mr. Harper Sibley
Pres Squibb
Rochester N

Dr Arthur Flemming
Pres Ohio Wesleyan

Mrs J D Bragg – St Louis
former Pres. Methodist Society for Xtian

Public 4 Oliver Hill – (negro) – Richmond City Council Va
10 Ben Mays (negro) Pres Morehouse Ga
2 Dowdal H. Davis (negro Pres NNPA [illegible]
13 Ed J. Sparling (Prot) Pres Roosevelt College Ill
11 Harold Russell (Prot) Nat Commander Amvets
* 1 Chester Bowles (Prot) Conn
2. Gov
* Earl Harrison (Prot) Penn
* Robt Patterson (Prot NY
* 3 Wm H. Davis (Prot) NY
* Wilson Wyatt (Prot) Ky
* Bishop Sherrill (Prot)

Labor Wm Green – Pat Gorman – John Burke – Julius Hochman
9 Phil Murray – Jim Carey –

Business 8 J. J. Morrow (Catholic) Pitney Bowes Conn
Charles Vatterott (Catholic) real estate Mo
10 Julian Reiss (Catholic) clothing NY
12 Dorothy Shaver (Prot) Lord & Taylor NY
* Dwight Palmer (Prot) Gen Cable Corp NJ – Mo
* R E Gilmore (Prot) Sperry Gyroscope N. J
4 Fred Lazarus (Jewish) Fed Dept Stores Ohio
5 Philip Klutznick (Jewish) Am Comm Builders Ill
1 Henry Berlin (Jewish) Converse Rubber Co Mass

~~shortages of trained manpower [illegible] our already~~ ~~[illegible]~~ Millions of members of minority groups constitute perhaps the largest reservoir of unemp

~~Although there is a more [illegible]~~

We already have the largest number of employed in

Although employment is at ~~already at~~ the highest level in our nation's history, ~~[illegible]~~ we must ~~expand the our~~ labor force considerably by minority groups if we are to meet our production goals. Perhaps the greatest available reservoir of unutilized + underutilized labor. That reservoir must be tapped.

Since 1941, it has been the policy of the U. S. Gov that there shall be no disc in

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INTERRACIAL REVIEW
20 VESEY STREET
NEW YORK 7

Feb. 2, 1951

Mr. Arnold Aronson
C/o National Community Relations
(Advisory Council),
295 Madison Ave.
N.Y.C.

Dear Arnie:

Herewith the names and data on our recommendations for appointment to the President's proposed F.E.P.C. Committee.

(1) Charles Vatterott
10204 St. Charles Rd.
St. Louis, Missouri

He is one of several brothers who have been long prominent in real estate business. He was former President of the Catholic Interracial Council of St. Louis and recently started an interracial housing development in St. Louis suburbs, A successful businessman and active in Catholic organization.

(2) Joseph N. Morrow
Personnel Manager
Pitney Bowes, Inc.
Stamford, Conn.

Mr. Morrow is personnel manager of the Pitney Bowes Corporation and was largely responsible for his company's successful establishment of fair employment practices. He has written a number of pamphlets and papers on the subject of fair employment practices and has lectured on the subject in different partz of the country. His children are being educated in Catholic colleges.

(3) Julian J. Reiss
60 Hillcrest Ave.
Lake Placid, N.Y.

Mr. Reiss is a well known industrialist interested in manufacturing of clothing; furniture, and has a chain of automobile agencies in northern New York State. A man of considerable means he served two years as Commissioner on the New York State Commission Against Discrimination. In 1947 he was a recipient of the James J. Hoey Award for Interracial Justice. Since his retirement he has lectured on the subject of interracial justice in different parts of the country. A member of the Knights of Columbus, he is very active in Catholic committees and activities.

I trust this will answer your purposes. With best wishes, I am

Sincerely yours,
George
George K. Hunton

AA

Sidney Hollander Sr., 2419 Greenmount Avenue, Baltimore, Md.

Mr. Hollander is President of the Maryland Pharmaceutical Company and the Rem Company. He was Vice-Chairman of the Coordinating Committee of Jewish Organizations Dealing With Discrimination In War Industries and is currently Vice-Chairman of the Committee on Employment Discrimination of the National Community Relations Advisory Council. He is a member of the Board of the National Urban League, the National Council for a Permanent FEPC and the Family Welfare Association of America. He is a trustee of the State Welfare Department, the State Youth Commission, and the State Aid and Charities of Maryland. For seven years he was President of the Council of Jewish Federations and Welfare Funds and he is currently a member of the Board of that organization.

****

Philip Klutznick, Chicago, Ill.

Mr. Klutznick is associated with the firm of Klutznick, Beeber and Miller and is also Chairman of the Board of the American Community Builders Inc. He was formerly Commissioner of the Public Housing Authority, Assistant Administrator of the National Housing Authority, and National Coordinator for the Division of Defense Housing. He is a member of the National Council of the Boy Scouts of America, a member of the National Executive Committee of B'nai B'rith, Vice-President of the National Jewish Welfare Board and a member of the Board of Governors of the Public Housing Officials.

****

Will Maslow, 3803 Avenue H, Brooklyn, N. Y.

Mr. Maslow is a member of the New York and Supreme Court Bars, a lecturer at the New School for Social Research, and the author of several articles on various aspects of government regulation of discrimination. He is at present the Director of the Commission on Law and Social Action of the American Jewish Congress. For over two years heserved as Director of Field Operations of the President's Committee on Fair Employment Practice and he was for six years a Hearing Commissioner for the National Labor Relations Board.

The Administrative Committee has been charged with responsibility for ecommending the composition of the National Board of Directors, the Policy ommittee and the Administrative Committee. The following lists of present and suggested members may be helpful in your consideration of this matter.

Policy Committee

Chalmers and Randolph, ex-officio
Weaver, Shishkin, Hunton, Walter White, Dorothy Norman, Minkoff

Chairman yet to be designated.

Leon Henderson suggested to represent business groups.

Administrative Committee

Chalmers and Randolph, ex-officio
Delson, Chairman
Trager, McLaurin, Hunton, Minkoff, Kyne, James Quinn (invited but has not accepted), Roderick Stevens has been suggested as a business representative and it has been further suggested that a representative of the YWCA be invited to serve.

National Board of Directors

(Catholic)
Lena Bresette, George Hunton, (G. Howland Shaw, suggested).

(The Federal Council of Churches)
Chalmers, Cameron Hall, (Charles Tuttle, suggested).

(CIO)
Carey, Townsend, (Walter Reuther, Emil Rieve, suggested).

(AFL)
Randolph, Zimmerman, Zaritsky, (George Meaney, Mathew Wall, suggested).

(Negro)
Randolph, Townsend, White, Granger, (Finley Wilson, Charles Houston, suggested).

(Business)
Roderick Stevens, (Leo Cherne, suggested, plus representation from campaign and Public Relations Committees.

(Jewish)
Nathaniel Minkoff

In addition there are the individuals listed on the stationery as members of the Executive Committee whose membership on the Board of Directors has to be reviewed.

Representation on the Board of Directors from the following organizations which have been active in the FEPC movement might be considered:

American Civil Liberties ~~Movement~~ Union (Roger Baldwin)
American Council on Race Relations (Alexander Liveright)
National Council of Jewish Women
Council of Church Women

League of Women Voters
YWCA
National Conference of Christians and Jews
National Association of Graduate Colored Nurses
N ational Farmers Union
U.D.A. (James Loeb)
Mexican (Ernesto Galarza)
Council of Negro Women (Mary Bethune)
Veterans (Charles Bolte)
American Friends Service Committee (Clarence Pickett

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EXECUTIVE COMMITTEE OF THE NATL.COUNCIL FOR A PERMANENT FEPC
in cooperation with the NATL.EMERGENCY CIVIL RIGHTS MOBILIZATION

Roy Wilkins (Chairman)
NAACP
WW NY 18

A.Philip Randolph (ex-officio)
Brotherhood of Sleeping Car Porters
217 W 125th NY 27

Martin Quigley (ex-officio)
Quigley Publications

Wm. Jay Schieffelin (ex-officio)
620 Park Ave. NYC

Oscar Lee
Dr. ~~Thomas Allen~~
National ~~Federal~~ Council of Churches

Mrs. Lisle Carter
National Council of Negro Women

Max Delson

Mrs. Violet Gunther
Americans for Democratic Action
1740 K Wash 6

Elmer Henderson
American Council on Human Rights

Lewis Hines
American Federation of Labor Bldg. 15

George Hunton Catholic Interracial Council 10

~~Ted Leskes~~
~~American Jewish~~ Committee

Alfred Baker Lewis

Allan Reitman
~~Herbert Levy~~
American Civil Liberties Union 25

Will Maslow
American Jewish Congress ✓ 15

Ben McLaurin
Brotherhood of Sleeping Car Porters

Nathaniel Minkoff
ILGWU

Emanuel Muravchik
✓ Jewish Labor Committee 15

Sol ~~Rabkin~~ 1st Class
~~Anti Defamation League~~

Rev. Sandy F. Roy
Corner Stone Baptist Church

Orenz Root Jr.

Roderick Stephens

Paul Sifton
UAW 1129 Vt Wo

Julius Thomas
National Urban League

George L.P.Weaver
NSRB ~~CIO Committee to Abolish Discrimination~~
Rm 105 Ex Office Bldg

Arnold Aronson (Secty.)
NCRAC

1st class ~~[illegible]~~ 25
NAACP

Harry Read 25

N.Y. Bd of Rabbis 25

Helen Raebeck

Margaret Garrity

EXECUTIVE COMMITTEE OF THE NATL.COUNCIL FOR A PERMANENT FEPC
in cooperation with the NATL.EMERGENCY CIVIL RIGHTS MOBILIZATION

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620 Park Ave. NYC

Dr. Thomas Allen
Federal Council of Churches

Mrs. Lisle Carter
National Council of Negro Women

Max Delson

Mrs. Violet Gunther
Americans for Democratic Action

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Lewis Hines
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American Jewish Committee

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Herbert Levy
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American Jewish Congress

Ben McLaurin
Brotherhood of Sleeping Ca
Porters

Nathaniel Minkoff
ILGWU

Emanuel Muravchik
Jewish Labor Committee

Sol Rabkin
Anti Defamation Leagu

Rev. Sandy F. Ray
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Oren Root Jr.

Roderick Stephens

Paul Sifton
UAW

Julius Thomas
National Urban League

George L.P.Weaver
CIO Committee to Abolish
Discrimina

Arnold Aronson (Secty.)
NCRAC

ASA PHILIP RANDOLPH

SUBJECT FILE FAIR EMPLOYMENT PRACTICE
COMMITTEE
Miscellaneous Items

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QUESTIONS AND ANSWERS ABOUT H.R. 2232
THE PERMANENT FEPC BILL

1. Q. What does the bill provide?

A. It forbids discrimination in employment because of race, color, creed, national origin, or ancestry and creates a permanent Fair Employment Practice Commission to prevent such discrimination.

2. Q. What groups are forbidden to discriminate by the bill?

A. Agencies of the Federal Government;
Employers of 6 or more persons whose operations affect interstate commerce;
Labor Unions whose practices affect interstate commerce.

3. Q. What types of discrimination are forbidden by the bill?

A. Only discrimination in employment or union membership, i.e., hiring, discharge, wages, seniority, transfers, demotions, upgrading, union auxiliaries, etc. The bill does not apply to discrimination in education, transportation, recreation, voting, or places of public accommodation.

4. Q. What principal minority groups are protected by the bill?

A. 13,000,000 Negroes; 5,000,000 Jews; 20,000,000 Catholics, 3,000,000 Mexicans; 11,000,000 persons of foreign birth.

5. Q. Can a permanent FEPC eliminate discrimination?

A. To a large extent, yes. Even the present Committee on Fair Employment Practice without sanctions and with a tiny staff has been able to persuade many employers and trade unions to cease discriminating.

6. Q. Why should we outlaw discrimination in employment?

A. It is un-American. It results in low incomes for these minority groups thus limiting the market for goods. It leads to inter-racial conflict. It forces minority groups into sub-standard conditions of living, detrimental to the community. It decreases the Nation's capacities for war or defense.

7. Q. Is this a new idea in Federal legislation?

A. No. The United States Constitution forbids discrimination by the government; this bill extends the principle to employers and trade unions. In the last ten years, Congress has enacted 23 laws which forbid discrimination in their enforcement.

8. Q. How will the FEPC be constituted?

A. It will be a permanent salaried Commission of 5 members, appointed by the President with the advice and consent of the Senate for 5-year terms. The size of its staff will depend upon the amount of money Congress appropriates for it.

9. Q. How will the FEPC operate?

A. Like other administrative agencies. It will receive and investigate charges, conduct public hearings, and issue orders reviewable by the Federal circuit courts.

10. Q. Will all the FEPC hearings be held in Washington?

A. No. The FEPC will operate through regional offices located throughout the country and hearings will be held wherever the alleged discrimination takes place.

11. Q. Is a public hearing required on every charge filed?

A. No. Only on those charges which the FEPC believes have merit and which the employer or trade union refuses to settle.

12. Q. Does this bill prevent an employer from hiring whom he pleases?

A. No, so long as he does not refuse to hire because of race, color, creed, national origin, or ancestry.

13. Q. Does the bill require an employer to hire a particular percentage or quota of Negroes or any other minority group?

A. Definitely not. The bill provides only that employees shall be selected on the basis of their qualifications. A quota plan makes hiring dependent upon race.

14. Q. Who will determine whether an employer has discriminated?

A. The FEPC, after a full and fair hearing in which the employer is given an opportunity to present his version of the facts and to cross-examine witnesses. The FEPC will also have to obtain court approval before its order becomes effective.

15. Q. How will the FEPC determine whether an employer has discriminated?

A. By careful and thorough investigation, by listening to an employer's explanations, by listening to the complainant's charges, by analyzing the surrounding circumstances.

16. Q. Will the courts be able to review the decisions of the FEPC?

A. Yes, on matters of law. On questions of fact, the findings of the FEPC will have to be supported by substantial evidence. This is the customary procedure for judicial review of administrative agencies and has been approved by the Supreme Court.

17. Q. Does the bill provide criminal penalties if an employer discriminates?

A. No. The FEPC may merely petition a Federal court to compel obedience to its order. Violation of a court decree may be punishable as a contempt of court.

18. Q. Will the bill make possible blackmail or groundless suits?

A. No, because the FEPC will dismiss all groundless charges on its own initiative, without formal proceedings; and before there is any contact with the accused employer. The present FEPC has dismissed two-thirds of all the complaints filed with it.

19. Q. What happens if a union strikes to prevent Negroes from being hired?

A. Such a strike is illegal according to the decisions of the National Labor Relations Board.

20. Q. What is the penalty when a Government official or agency discriminates?

A. The FEPC may request the President to secure compliance and he may discharge any willful violator.

21. Q. Does the bill apply to State or Municipal Government employers?

A. No.

22. Q. Does the bill apply to retail stores or domestic servants?

A. No. It applies only to those employers who are engaged in interstate commerce or operations affecting such commerce.

23. Q. Does the bill apply to Congress and the Judiciary?

A. No. Only to Federal agencies.

24. Q. Does this bill provide for new administrative procedures?

A. No. The pattern for administrative agencies was created by Congress as early as 1887. Since then scores of such agencies have been created and approved by the courts.

25. Q. Why shouldn't the Federal courts handle this problem? Do we need a new administrative agency?

A. An administrative agency is necessary

1. To prevent the flooding of courts and the clogging of their calendars;

2. To screen out worthless complaints which otherwise would harass innocent employers. An employer has to defend every suit filed in court, but most administrative agencies dismiss from two-thirds to three-fourths of all charges submitted.

3. To permit informal procedure which will allow an employer to defend himself without hiring a lawyer.

26. Q. What supervision will Congress exercise over the FEPC?

A. Congress will pass upon its annual request for an appropriation. Congress also may, by concurrent resolution, amend or cancel any regulation of the Commission.

27. Q. Is the bill constitutional?

A. Certainly. The United States Supreme Court has repeatedly condemned discriminatory employment practices. A New York law forbidding discrimination by trade unions was recently declared constitutional in an unanimous opinion by the highest court in that state.

28. Q. Why can't the existing FEPC handle the problem?

A. It is a war-time agency without power to enforce its decisions and will terminate as soon as the war is over. Today more than 500 cases, one-fourth of the FEPC's case load, are unadjustable at the regional level.

29. Q. What happens to the present Committee on Fair Employment Practice if the bill becomes a law?

A. The Committee will cease to exist.

30. Q. Does this bill impair existing state laws?

A. There are no state laws which require or permit discrimination in employment.

31. Q. Can't this problem be handled by the states themselves?

A. No state today, except New York, has a comprehensive law forbidding discrimination in employment. Nor is it likely that such laws will be passed throughout the country. In any event, Federal action is more effective since most large employers or trade unions have plants or locals scattered throughout the country in every state. Finally, Federal employees can be protected only by a Federal FEPC.

32. Q. Can't this problem be handled by education alone?

A. No. Education is desirable, but as a supplement to Federal legislation, not in place of it. There are always a few employers or unions who cannot be relied upon for voluntary cooperation. Legislation itself is a most effective form of education.

33. Q. Can any law succeed which attempts by legislation to wipe out prejudice?

A. The bill is aimed at discrimination which affects a pay envelope, not prejudice which is a state of mind. Discrimination can be wiped out by legislation while education can take care of prejudice.

34. Q. Does this bill promote "social equality?"

A. The Bill has nothing to do with personal or social relationships. It is concerned only with equality of job opportunity.

35. Q. Will such a law create riots or bloodshed?

A. No. On the contrary, it will lessen the danger of such violence because orderly governmental procedure will be substituted for mob action. Immediately after the last war there were 26 major race riots. We want to avoid a repetition.

36. Q. Who introduced the bill?

A. H.R. 2232 was introduced by Mrs. Norton (Dem., N.J.), Chairman of the House Labor Committee, at the request of that Committee. The bill is a composite of 13 different FEPC bills introduced by 5 Republican and 6 Democratic Representatives.

37. Q. What is the present status of the bill?

A. It has been reported out by the House Labor Committee by a vote of 12 to 2. It needs a "rule" from the Rules Committee before the House can consider it. Without such permission, it requires a petition signed by 218 Representatives to bring it up for a vote.

38. Q. Is there a permanent FEPC bill pending in the Senate?

A. A similar but not identical bill was introduced by the following 7 Senators: Chavez (Dem. N.M.), Wagner (Dem., N.Y.), Murray (Dem., Mont.), Downey (Dem., Cal.), Aiken (Rep., Vt.), Langer (Rep., N.D.), and Capper (Rep., Kan.). That bill has been referred to the Senate Committee on Education and Labor of which Senator Murray is Chairman.

39. Q. What groups oppose the bill?

A. Not a single person or agency testified against a similar bill at the hearings held last session by the House Labor Committee.

February 23, 1945

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F-L-A-S-H BULLETIN **TO ALL LOCAL COUNCILS** October 13, 1945

.National Council for a Permanent FEPC - 930 F St., N.W. - Washington, D.C..

The Conference produced splendid suggestions and pointed up many needs. Three most important resolutions -- more direct channel for Local Councils -- a concentrated plan of publicity -- and wider field representation -- were set in motion immediately. Here are the results of your thinking - and our action!

INTRODUCING:

Your LOCAL COUNCIL COORDINATOR............

Mildred W. Makover has joined the staff and fills the long-felt need for a direct link of communications between your Washington Headquarters and you, the Local Councils. All correspondence on meeting plans, literature requests, promotion problems, button shipments and general Local Council queries are now to be directed to Mrs. Makover's attention. Feel free to write to her as often as your needs demand.....she wants to hear from you.

Our PUBLIC RELATIONS COUNSEL.............

Nathan Zatkin is a top-flight publicity man backed by many years' experience and long association with political activities. He already has in work a MANUAL OF STRATEGY...a handbook of specific instructions on Local Council organization, publicity possibilities within communities, and a flexible program of political strategy. This immensely useful material will help you organize your local program expertly and completely. As additional proven ideas come up, you will receive supplements at once. The Manual will be released sometime before the end of the month.

Two New FIELD REPRESENTATIVES............

Lethia W. Clore brings her background of teacher, social worker, race relations specialist and FEPC examiner to focus upon the Permanent FEPC issue. She is well grounded in social legislation and thoroughly equipped to do a telling organizational job. Her territory includes OHIO, KENTUCKY and MICHIGAN.

Bill Leuchtenburg is highly representative of the enlightened youth in our country today. As General Secretary of the U. S. Student Assembly, and as a worker in other allied organizational and editorial activities, he combines an investigative mind with trained experience. His territory covers NEW ENGLAND: CONNECTICUT, RHODE ISLAND, MASSACHUSETTS, NEW HAMPSHIRE, VERMONT and MAINE.

Field Representatives are authorized to establish new Local Councils and both begin their itineraries today. You in these States will soon meet them and work with them.

And in the Southern Area.................

Anna Belle Douglas' effective organizational success in the deep South is already known to many of you. Mrs. Douglas, a former schoolteacher and newspaper woman, is a resident of New Orleans and covers the territory of FLORIDA, GEORGIA, S. CAROLINA, N. CAROLINA, VIRGINIA, ALABAMA, LOUISIANA, TEXAS, OKLAHOMA, MISSISSIPPI and ARKANSAS.

We are busy interviewing and studying the qualifications of other promising individuals whom we plan to add to our field staff for other strategic parts of the country.

THE BUTTON BARRAGE IS ON!

Delivery: Delivery of the FEPC buttons has been delayed because of a labor strike on one operation. We have been in constant daily contact on this and the manufacturer now reports a settlement of the dispute is momentarily expected. At the word Go, the buttons will require only two additional days for completion.

Quotas: We are setting up quotas for each Local Council, using the size of the city and past audience attendance records as a gauge. We hope you tell us we have underestimated your markets and that requests for more buttons will come pouring in. Where quotas are very large, shipments will be staggered. Each shipment will be accompanied under separate mailing by a Consignment Memo so as to keep your and our records clear.

Price: The price per button is 25¢, the entire amount to be sent to Washington Headquarters, in accordance with the resolution of the Finance Committee at the Conference. (See page 16 of the Digest of Conference Findings)

Ideas: Remember...every Button wearer is a potential salesman! Seeing the button will provoke questions about FEPC, and the more people we can start thinking and talking about a Permanent FEPC the better.

You will find, as we have here in Washington, that some individuals will be eager to give you more than a quarter for a button...a dollar, five dollars or more. Let such contributors have the equivalent amount of buttons for redistribution to his friends. For example, a contributor of a dollar should get four buttons, a contributor of five dollars should get twenty, and so on.

Keep us informed on reaction of the public to the buttons and let us know how you work out your distribution and displays. We can publish your ideas in the Bulletin for the benefit of all Local Councils.

KEEP US UP TO DATE!! PLEASE CHECK THE FOLLOWING AND REPLY:

Local Council Addresses: Please send us at once your present full Local Council Address...including mailing zone, county or box office number.

Current Roster of Officers: Please send us at once a typed list of your Officers, including full names, titles and complete addresses.

FEPC Literature: Do you have all of the following? Do you have sufficient quantities?

....Questions and Answers (Speech of Hon. Mary T. Norton)
....Instructions on Washington Delegations
....A Permanent FEPC (general overall pamphlet)
....Catholics and The FEPC Case (reprint from CATHOLIC ACTION)
....Message to Spanish Speaking Americans
....Keynote Speech of A. Philip Randolph (Conference)
....Reprint from LOOK Magazine
...."American Labor" (poster - yellow background)
...."America's Future - Its Children" (poster - white background)
...."Swat Them All" (placard)
The following Congressional Record Reprints:
    ...."What Do We Learn from Pictures of Nazi Camps"? by Eleanor Roosevelt, inserted by Hon. Helen Gahagan Douglas.
    ...."FEPC - A Challenge to Democracy" by Father Richard J. Roche, inserted by Hon. David I. Walsh.
    ....Remarks on "Opponents' Tactics Prevented House of Representatives From Voting on FEPC Legislation", Speech by Hon. Adolph J. Sabath.
    ....Testimony on FEPC by Monsignor John A. Ryan, and Article by Bishop G. Bromley Oxnam on "Hitler Isn't Licked Yet", with remarks by Hon. Dennis Chavez.

NC-FEPC

MANUAL OF STRATEGY

... A Handbook of Suggestions
for Local Council Operations

NATIONAL COUNCIL FOR A PERMANENT FAIR EMPLOYMENT PRACTICE COMMISSION
930 F Street, N. W. Washington 4, D. C.

ANNA ARNOLD HEDGEMAN, Executive Secretary

October 1945

YOUR NATIONAL COUNCIL

The issuance of Executive Order 8802 by President Roosevelt on June 25, 1941, was the outcome of an historic conference at the White House initiated by A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters, with the cooperation of National Negro leaders. With the establishment of the President's Committee on Fair Employment Practice to eliminate discrimination in war-time employment because of race, creed, color, national origin, or ancestry, all minorities in this country were given an opportunity to participate in the all-out war effort. The success of this Committee, although hampered by insufficient funds and lack of authority to enforce its orders, caused leaders to ask: "Why not strengthen this Committee? Why not make it permanent? If it is unfair to discriminate in wartime, isn't it equally unfair to discriminate in peacetime?"

Again Mr. Randolph took the initiative and in December of 1943 called a Washington conference of Negro and white, civic, union, and religious leaders. The result was the establishment of your NATIONAL COUNCIL FOR A PERMANENT FAIR EMPLOYMENT PRACTICE COMMISSION with Senators Arthur Capper and Robert F. Wagner as Honorary Chairmen, A. Philip Randolph and Dr. Allan Knight Chalmers as the working Co-Chairmen, and William Jay Schieffelin, Treasurer.

In February 1944 the National Council for a Permanent FEPC opened offices in Washington, D.C., with Mrs. Anna Arnold Hedgeman as Executive Secretary; and a small interracial, interfaith staff began the struggle for enactment of a bill to outlaw discrimination in employment permanently. From the beginning we have had the advice and support of our Strategy Committee, representing over 60 national organizations. Passage of the bill is the sole objective of your staff. When this is accomplished and a reasonable period for observance of the actual working of the bill has elapsed, the National Council for a Permanent FEPC plans to disband.

The staff functions as your listening post in the nation's capital, gathering and dispensing information needed by Congressmen and Senators and you--the voters--back home. The National Council serves as the Washington clearing house for over 100 Local Councils now operating from Maine to California and from Washington to Florida. We have prospects of hundreds of additional Councils opening up all over the country. The aim of your staff in Washington is to keep an effective two-way communications system open between you and the national office.

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ADDITIONAL SUPPLEMENTS TO THE MANUAL WILL BE DISTRIBUTED FROM TIME TO TIME, AS MATERIAL EVOLVES.

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A LIMITED NUMBER OF ADDITIONAL MANUALS ARE AVAILABLE UPON REQUEST.

Section 1: LOCAL COUNCIL ORGANIZATION

A: How to Organize a Local Council

1. Call together an interracial, interfaith group composed wherever possible of all of the following:

Catholic, Protestant, Jewish, Negro, Spanish-speaking, and white American men and women, representing: community civic, YM-YW and Church, anti-discrimination, labor, farm, veteran, student and foreign-language groups; as well as known liberal individuals such as doctors, dentists, lawyers, teachers, businessmen, office workers, and housewives not affiliated with any particular organization, and political leaders of both parties, including congressional district representatives.

Aim for as complete a cross-section of the community with a broad base of people, working together and pooling their efforts for enactment of a Permanent Federal Fair Employment Practice Commission.

2. Since the Councils will exist only for the period of time it requires to obtain passage of the Bills S.101 and H.R. 2232, we recommend that a Local Council be established, rather than have an already existing community organization merely add the FEPC issue to its agenda. In this way, the issue will receive full attention and will have the combined influence of a fully bi-partisan, interfaith and interracial core of American citizenry.

B: Contact with Authorized Field Representative

1. Check Section 10, item B, page 20, and find the Field Representative for your vicinity. Write the National Council asking that your group be visited when you need special assistance. We will immediately notify the Field Representative who will, in turn, contact you at once or advise the date of his or her arrival in your city.

C: This Is Your Local Council Affiliation Pledge

"We believe that the right to work is the right to live. We believe that any abridgement of that right on grounds of race, color, creed, or national origin is a direct threat to our democracy. We believe that Fair Employment Practices are implicit in our Constitution and Bill of Rights, and that it is the duty of every citizen to implement them by insuring to all people Federal protection against job-discrimination.

"We therefore pledge our moral and financial support to the National Council for a Permanent FEPC, and

"We further pledge ourselves to cooperate with all individuals and groups, genuinely interested in fair employment practice, pressing for the enactment of the Fair Employment Practices Bill."

D: Establish a Mailing Address

E: Election of Officers

Many Councils have found it sufficient to set up only the three basic offices:

1. Chairman or President. Analyze your own community and, by the yardstick of common sense, choose the chairman who carries the greatest

prestige in and fullest acceptance by the supporting organizations and the community at large.

Wherever possible, have co-chairmen in operation for greater flexibility.

2. Secretary: The choice here should be determined by ability to construct lucid, informative letters, and by the individual's available free time.

3. Treasurer: The chief requisite for this office should be responsibility for funds, plus an aptitude for follow-through on pledges and other financial commitments.

F: Committee Appointments for:

1. Fund Raising (see Section 2, Pages 5-6)

2. Public Meetings: Mass meetings, membership meetings, testimonial dinners, open forum discussion meetings, public debates, federal holiday occasions such as Labor Day, Lincoln's Birthday, etc., are the types of public meetings that can be promoted.

3. Organization Contacts: (see Section 9, Pages 18-19)

4. Publicity: (See Section 4, pages 7-11) We are building a Local Council file, both for a permanent record and as an exchange source of ideas for the benefit of all Local Councils. Please send to the National Office copies of all appeal letters, programs, announcements, reports, speeches, successful publicity ideas, radio scripts, and newspaper clippings. What works well in your town may work well in all other Local Councils. Keep the publicity-idea pot boiling.

5. Political Action: (see Section 5, Pages 11-15)

Section 2: FUND RAISING

A: Establish Local Council Quota

1. Decide what portion of the $200,000 pledged as the total goal by the delegates at the September 12-13 Conference you can raise in your community.

2. Try to set a limit of time in which to achieve this quota and plan your public meetings with this in mind.

3. Advise the National Office of the plans you make.

B. Fund Raising Plans to Meet Your Quotas

1. Organize teams to solicit funds in every segment of your community, using union men for trade unions, clergymen for church congregations and organizations, etc.

2. Create and send out effective, informative letters of appeal to individuals and organizations.

3. At large meetings, it is a good practice to ask clergymen to do the actual collecting of money.

C. Fund Raising Ideas to Meet Your Quotas

1. Distribution and Sale of FEPC Buttons. Use every means to get the buttons as widely distributed as possible throughout the city. Review the Flash Bulletins of October 13 and November 2 for specific ideas. Additional copies of these Bulletins are available.

Proclaim an FEPC Day, with your Mayor, if possible, publicly proclaiming such a Day. Have the newspapers carry the story and a picture of the Mayor and other prominent citizens buying the first buttons. Use all indoor and outdoor publicity notices possible.

Ask ministers, priests, and rabbis to use the issue as texts for their sermons. Arrange exchange sermons at churches and notify the newspapers. Suggest that the collection plates be filled with buttons, each churchgoer to take a button and leave a quarter.

Ask motion picture houses to allow booths for sale of buttons to be set up in their lobbies or in front of the theatres. Try to get a flash announcement on the screen before each feature showing.

Interest shopkeepers—both downtown merchants and neighborhood grocers—to fill a box with buttons in a prominent part of the store window and give a prize for the guess closest to the amount of buttons contained. Approach them on the basis of the excellent drawing it brings to their own daily business.

Try to get coordinating organizations to appoint button selling committees. Union men, church members, or other individuals can be approached to give one hour of their time each week.

Get behind your button re-consignments and collect the quarters quickly. Send in small amounts, as you receive them. Every $5 you hold may be just the $5 we need to keep our doors open.

Fill out and return the button consignment memo. This form will be sent you after each shipment to keep your and our records clear.

2. Use the mails. Write personal letters to people who can afford to make a contribution and cannot afford racial discrimination. This number is legion.

3. Establish regular meetings habits with as many different sets of audiences as possible so that all community resources for funds can be tapped.

4. Obtain a percentage of the "gate" for FEPC on local sports events in school and semi-pro contests.

5. All the popular forms of entertainment—parties, lectures, plays—can be used for fund raising purposes.

6. Women's auxiliaries of organizations and church groups can hold such events as cake-baking contests—proceeds to go to FEPC.

Section 3: EDUCATIONAL PROGRAM

A. Distribution of Literature

1. Thoughtful, well-directed distribution of literature is one of the most important functions. We must continually provoke deep interest in and determined will for the enactment of a Permanent Fair Employment Practice Commission. Our literature provides facts. Spread the literature over your entire city.

2. Many organizations like to issue material under their own imprints or as part of their regular editions of newsletters, church bulletins, and periodicals. Encourage this wherever you can and provide the information needed. The greater the spread of facts, the better informed the public will be.

B. Other Avenues of Education

1. Make the story fully known to people by speeches and announcements in the pulpit; Y and church groups; civic clubs such as Rotary, Elks, etc.; sororities and fraternities; trade unions; open forums; mass meetings; testimonial banquets; coordinated conferences; your own living room; and the man next door.

Section 4: PUBLICITY

A. Careful Handling of Public Relations

FEPC is a controversial issue. The opposition is on the watch for any mistake we make. Your National Council and every Local Council is very much in the public eye. This makes careful handling of your public relations a must.

B. Select your Public Relations Committee

1. Try, particularly, to obtain as chairman a publisher or top editor or some important newspaper man of your local newspaper.

2. Try to obtain as committee members people connected with local press or radio.

3. No matter who is on your committee, make absolutely certain that only one person contacts press and radio. This is important.

C. Plan Your Publicity Campaign

1. After your Public Relations Committee has adopted an over-all public relations program, have it passed on by your membership. They should know what your committee is planning.

2. Know your program is adopted, make sure that responsibility for its execution is placed on one person. He may require assistance but the responsibility and the job of execution should be his.

3. Do not require your publicity person to give you long and complete reports.

D. Use of the Press

1. Everything that your council does, no matter how trivial, should have a place in your local newspapers. The smaller the town, the larger your place in the local press. These are some of the items you should obtain through proper notification of your paper:

   a. News of mass meetings, ordinary meetings.
   b. News of one of your speakers addressing a local function.
   c. News of a tea or entertainment held by any of your members for the Local Council's benefit.

2. The important thing is to be sure that your release is routed to the proper person on the paper. Try to hit each section of the newspaper: Society columns, news columns, club news, sporting pages - and never fail to get into the local brevities column. The FEPC Day is an example:

   a. Using the proper influence, try to have your Mayor proclaim a local FEPC Day. Make sure your members are founded up and know their duties. Have pictures taken of the Mayor together with your chairman and such other officers as you wish to include. Make sure of a large banner with the letters FEPC to make a background for such a picture. You may possibly show the Mayor purchasing the first FEPC button sold in your town. (If you cannot get the Mayor, then some prominent local person.) All this makes desirable copy for your newspapers. Your publicity committee may conjure up 101 other ideas. On that day for example, you may plan an interracial exchange of ministers--the Jewish rabbi preaching at a Negro church, a Negro minister speaking at a white Protestant church, and a Catholic priest delivering a sermon at the synagogue. You may plan a mass meeting for FEPC Day. Make sure you include returned veterans and see that they have something newsworthy to say--or provide statements for them. Remember that for such a large publicity project as this, complete and thorough planning makes the difference between success and a fiasco.

3. If at first the reporters are unresponsive, try through a committee of leading citizens if necessary, to get the publisher or city editor to establish a policy of carrying legitimate FEPC news.

4. Here Are a Few Don'ts

   a. Do not give out releases which are too long. Always be terse. The smaller the item, the more chance of getting into the paper.

   b. Don't use adjectives if you can avoid them. Give the bare facts.

   c. Do not editorialize. Following is a sample news story. Use it only as a guide.

Sample Release

"The –– Auditorium # –– Street, was the scene of one of the most stirring meetings ever held in –– , called together by Rev. –– , President of the Local Federation of Churches. A group of prominent citizens, officers of many of the most important organizations in our town gathered to make an organized stand against minority discrimination. Before the evening ended, they had created a local orgnization to be known as the –– Council, pledged to join with the National Council for a Permanent FEPC, located in Washington in pressing for the enactment of a Federal Fair Employment Practices law.

"Rev. –– , in opening the meeting delivered a fiery indictment of racial discrimination. He said, "Unless we organize now in a vigorous and systematic fashion against the forces of hate and greed, they will without our realizing it, steal democracy from us like a thief in the night." Rev. –– ended his talk by offering to the meeting the following pledge:

> "We believe that the right to work is the right to live. We believe that any abridgement of that right on grounds of race, color, creed or national origin is a direct threat to our democracy. We believe the Fair Employment Practices are implicit in our Constitution and Bill of Rights, and that it is the duty of every citizen to implement them by insuring to all people Federal protection against job-discrimination. We therefore pledge our moral and financial support to the National Council for a Permanent FEPC, and we further pledge ourselves to cooperate with all individuals and groups genuinely interested in Fair Employment Practice, pressing for the enactment of the Fair Employment Practices Bill."

"The pledge was adopted by acclamation. Officers and representatives of the following organizations enrolled as members of the –– Council. Father –– of St. –– Church and Secretary of the Catholic Interracial Council:

Mr. — President of the YMCA; Mrs. —, President of the YWCA; Mrs. —, President of the Women's Exchange Club; Mr. —, Secretary of the Central Trades' Council CIO; Mr. —, Chairman of the Allied Trade Union Council, AFL; Mrs. —, Secretary of the Latin-American Citizens Committee; Mr. —, Secretary of the Chamber of Commerce; Mr. —, President of the Small Business Men's Association; and Rabbi — of the — Synagogue. Mr. — Cashier of the — National Bank was elected Treasurer of the Council. The other officers are Rev. —, President; Mrs. —, Vice President; and Mrs. —, Secretary. The public will soon be notified of the date and time of the first membership meeting to be held at the — Auditorium."

5. Here Are a Few Do's

   a. Read your newspapers carefully for news to which you can tie local comment. Example: If a filibuster on FEPC were to begin in the Senate, your Local Council should automatically go to work to get comments from the principal citizens of your town showing how the filibuster, representing only a few, serves to thwart the will of the majority. A release with such quotes might make news and would, in any case, help to get an editorial in our favor from your newspapers.

   b. Scan each happening within your Council to see whether it might serve as a news item. Call on all your members to let you know of anything that they might do which would make such news. Example: If one of your members makes a trip to Washington and visits your National Council, it would make an item on which to base a story. If one of your speakers addresses a gathering in a nearby town, that would make an item. If Mrs. X. Gave a tea to raise money for FEPC that might make an item for the society columns or local brevities, depending on the social standing of Mrs. X.

6. Use the sports page. If, for example, you get permission to sell FEPC buttons at a local high school or college football game, baseball game, see that an item goes into the sports page. In fund raising you will find that sports may be most helpful to you. Do not lose the publicity value of such activities. Do not forget that more men read the sports page than any other section of the newspaper.

7. Try to get editorial support of the local newspapers for the Federal bill and for the work of the Local Council. Make contact with the chief editor or publisher, through a committee of leading citizens if necessary, and try to establish a relationship which will enable your publicity person to request an editorial as needed. In most communities, such editorials are easy to secure once the lines are laid.

F. Use of Bulletin Boards

Make a canvass of all the bulletin boards in your community—places like community centers, churches, clubs, schools, etc., where notices may be posted. Your publicity person should organize a Flying Squadron, people who make themselves responsible for a certain number of bulletin boards. Make sure notices are posted every week.

G. Use of Personnel of Organizations

Since the membership of your Council probably is a cross section of the liberal organizations in your community, it should not be difficult for your publicity person to enlist the cooperation of those organizations in reading before their membership announcements of importance to pushing FEPC.

E. Use of Radio

1. If you have radio stations in your town, you know they do have unused time available. Your National Council will aid you in making effective use of this time for FEPC. We already have a few radio ideas available in script form. Occasionally, we shall have recorded programs which will be available to you on request. We shall notify you as far as possible in advance of any network programs we have arranged for FEPC.

2. If by any chance your local stations have not listed such programs, you can be of great help by requesting that they do so whenever possible. Send letters of appreciation to your local stations if they have given time to FEPC on their schedules. Make sure that each member of your Local Council and all their friends write such letters. This means good will and future programs for the issue.

3. Persistence Pays Off. Keep in constant contact with your radio stations and try to interest them in any speakers you may have. If they get to know you well, eventually, you may be able to spot an occasional program speech or, at the least, some radio announcements on FEPC. If you have good acting talent in your community, you might be able to interest your radio station in a short series of programs dramatizing evils resulting from unfair employment practices. Your national Council will be glad to add ideas along these lines, if you request them, and allow sufficient time.

Section 5: POLITICAL ACTION

A. Letter-Writing to Representatives and Senators

1. By Individuals in Local Councils: Make every person in the group responsible for letters on the Bill in his own name.

2. By Interested Outside Individuals: Have Council members each try to get five, ten, or more persons (members of family, business acquaintances, personal friends) to send letters. You might ask each person in turn to get a team of letter-writers, thus widening the circle to its greatest size.

3. **By Organizations:** Interest organizations to send letters out on their organization letterheads (letterheads are representative of large groups of people).

4. **By Employers, Farm Leaders and Veterans:** More evidence of support from these three important groups is needed. Wherever possible, get letters going from these individuals, stressing that the letterhead or content of letter show to which group they belong.

5. **How to write your Congressmen and Senators:**

   a. DO state your belief on the issue. Write with a feeling of real conviction, emphasizing the importance of the issue.

   b. DO commend any past worthy action. Like all of us, they need praise for those things they have taken sound action upon. Give credit where credit is due.

   c. DO relate specific conditions at home where pertinent. Back-home conditions are the planks on which they build their local campaigns. They want to know these things from you.

   d. DO include your full name and full address and ask for an answer. They cannot answer you unless they know where to send it. Making them answer you puts that much more emphasis on the issue.

   e. DO send more than one letter. Keep a staggered stream of letters going and use the answer to one as the excuse for writing still another.

   f. DO send copies of important replies to the National Office. Your Washington staff needs to know the results of your efforts for our most effective use of such information here in the Capital.

   g. DON'T use form letters. Convert any form letter into your own language, so that the Congressman or Senator will not feel that you are merely following the dictated thoughts of some political machine.

   h. DON'T send mimeographed cards or letters. Write your message on your own stationery to convey a communication from a single thoughtful citizen.

   i. DON'T write a threatening letter. Again, Congressmen and Senators are only human and a "you do this or else" approach serves to antagonise. Rather, convey your reasons on the basis that, as your representative, these are the things you know he wants you to tell him.

   j. DON'T divide interest on the issue by adding your thoughts on other issues. One thing at a time gets full attention for each issue.

B. Use Telegrams in Periods of Crisis:

1. In times of crisis, such as a filibuster of the bill on the Senate floor, when time is the important factor, use telegrams and phone calls to flash the urgency of your request.

C. Delegations When Congressmen and Senators Are At Home

1. Make an Appointment. Their time at home is limited. Make an appointment to be sure you will be seen and to show consideration for their own personal time at home. Write or telephone for this. Watch newspapers for announcement of arrival at home.

2. Organize a Delegation. Plan as interracial and interfaith a group as you can, designating one individual (a person who speaks well and makes a good impression) as Chairman. Let the Chairman be prepared on questions and have him introduce the others, stating the group each represents.

3. Take Advantage of Publicity. See to it that the newspapers carry a notice of the delegation's visit and what transpired.

D. Enlist Local Political Leadership Aid

1. Impress on ward, county, city and state Democratic and Republican Party Chairmen that you and the groups you represent think it important that the Congressmen or Senators vote in favor of a Permanent FEPC. These Chairmen are responsible for election campaigns and re-elections, and their recommendations to members in Congress and in the local political organizations carry considerable weight.

2. Also impress on these political leaders that absence from the floor at the time of the vote is the same as non-support for the Bill.

E. Read the Congressional Record: Your local public library carries copies of the Congressional Record (the minutes of proceedings of the Congress). It is important for you to see how your Representatives and Senators discuss and vote on matters vital to you.

Section 5-a: THE HOUSE OF REPRESENTATIVES' RIGHT TO VOTE
or
HOW H.R. 2232 CAN BE BROUGHT TO A VOTE VIA PETITION

Despite the fact that the House Labor Committee favorably recommended the Permanent FEPC Bill (H.R. 2232) to the House for action, the House Rules Committee has arbitrarily refused to grant a "rule" enabling the House to consider the Bill. This action in no way reflects the view of the House majority. Six of the twelve members are Southerners, bitterly opposed to FEPC, and the motion was lost by a tie. The Chairman of the Rules Committee sharply criticized the action of his committee in these words:

> "The Committee on Rules was not created for the purpose of delaying or depriving the Members of the House of the right to vote upon important legislation, but it was created for the purpose of properly expediting proposed legislation under the rules and to give the membership of the House a proper opportunity to vote on a proposal. Unfortunately, in the instant case this right and privilege has been denied to the Members of the House. This I do fervently regret. . ."
> --Hon. Adolph J. Sabath, Rules Committee Chairman, in Speech before House of Representatives July 6, 1945

THIS UNDEMOCRATIC HURDLE CAN, HOWEVER, BE OVERCOME!

How?

By Petition. When the House Rules Committee over-reaches its authority and becomes the "Czar" of what legislation shall be put before the House, the members can "discharge" the bill by petition. A simple majority is required - 218 signatures. As soon as the 218th signature is affixed the bill may come before the House. The petition lies on the Speaker's Desk in the Well of the House, and Representatives may go up and sign it only while the House is in session.

Have other bills been brought to House vote by petition?

Yes. Several important progressive measures have been voted upon this way after the Rules Committee refused a "rule". These included the Wages and Hour Bill, the Anti-Lynching Bill in two sessions, and the Anti-Poll Tax Bill in three sessions. ALL OF THESE BILLS WERE PASSED BY AN OVERWHELMING MAJORITY VOTE.

What is the Status of the FEPC petition?

When Congress reconvened on September 6, 1945, only approximately 70 remaining signatures were required, to enable the House to exercise its voting privilege in behalf of H. R. 2232.

THE RIGHT TO WORK FOR ALL AMERICANS DEPENDS UPON THE HOUSE'S RIGHT TO VOTE!

??? HAS YOUR REPRESENTATIVE SIGNED THE FEPC PETITION ???

Section 5-b: THE SENATE'S RIGHT TO VOTE! or HOW TO BREAK A SENATE FILIBUSTER

The Bill to establish a Permanent Fair Employment Practice Commission now has real voting strength in the Senate of the United States. That is why the opposition, led by the Southern bloc, threatens to "filibuster the bill to death".

What is a filibuster?

Webster defines it: "A member of a legislative body who in opposition to the proposed action of the majority obstructs or prevents action by the extreme use of dilatory tactics, such as speaking merely to consume time."

How does it work?

Any Senator can get the floor on request and talk as long as he wishes whether or not he talks to the issue before the Senate. He can "yield" the floor to whomever he designates thus making it possible for just a handful of "willful men" to continually talk until the majority of the Senate body in weariness and in anxiety to get on with other legislative business bows to the will of the minority. Here is a sample of how Senate time is consumed during a filibuster:

> "First let me tell Senators what potlikker is. Potlikker is the residue that remains from the commingling, heating and evaporation — anyway, it is in the bottom of the pot! . . . I wonder if we could not print these recipes as a Senate document and send them out separately . . . Years from today there will be great jealousy over the fact that Senators will be claiming that they were among those who heard my memorable speech."
> — Huey P. Long, filibustering against extension of skeletonized NRA in June, 1935.

Can a filibuster be broken?

Because of abuse of filibuster (and the United States Senate is the only parliamentary body in the world where filibustering is permitted), the Senate in 1917 adopted "cloture", a device for limiting debate and thus securing a vote on the measure before the Senate. IT REQUIRES A TWO-THIRDS VOTE OF ALL SENATORS VOTING. After cloture is adopted, each Senator is entitled to only one hour of debate.

Has a filibuster ever been broken by cloture?

Yes. It has defended the right of the Senate to vote four times in the 28 years since its adoption. These were as follows:

Bill	For	Against	Year
Versailles Treaty	78	16	1919
World Court Protocol	68	26	1926
Pepper-McFadden Banking	65	18	1927
Prohibition Reorg.	55	27	1927

THE RIGHT TO WORK FOR ALL AMERICANS DEPENDS UPON THE SENATE'S RIGHT TO VOTE!

?????IS YOUR SENATOR COMMITTED TO VOTING FOR CLOTURE ON S.101?????

Section 6. SPEAKERS BUREAU

A. The Function of Your Speakers Bureau.

Use your speakers effectively. Good speakers constantly employed in strategic places will aid in your publicity, help raise funds, help bring added pressure on your Congressman and Senator, help form new Councils. Find your good speakers and use them.

1. How to Use Speakers

a. Cross check carefully on your most effective speakers by getting the unbiased opinions of collaborating organizations on their effectiveness.

b. List your best speakers' names on paper. List a schedule of their available time. Make sure you use them on all their open dates.

c. Check carefully on all functions and affairs of every group, no matter how unconvinced, and try to arrange for one of your speakers to have a place on the program. Check luncheons of Chamber of Commerce, Rotary, Lions, Men's and Women's Club meetings, YC and YMCA evening Church socials, and, very important, all Grange, Farmers Union, AFL, CIO, Veterans, etc. meetings.

d. As you build your speakers' bureau for your own locality, you will also be building it as a direct help to your National Council. List your most effective speakers with us, so that we can get dates for them in other cities besides your own in your general region. This is important, because:

(1) All Local Councils, naturally, tend to ask for a nationally known speaker for every function. These national speakers are necessarily limited. But, very often, a very effective speaker is located within your region in a different city. He would have the advantage of being from out of town, and would have that publicity value. This exchange system of speakers will make certain all Councils will always have out-of-town speaking talent available.

(2) As you list your speakers with the National Council, you will receive "speakers kits" of data and background material which may prove useful in bolstering the speakers' arguments and in providing correct answers to often-asked questions.

Section 7. ARGUMENTS MOST OFTEN USED AGAINST THE BILL--AND ANSWERS

A. Honorable Mary Norton's Questions and Answers

Additional copies of this pamphlet (a copy is attached) are available.

(Additional questions not covered by the pamphlet are now in the process of compilation. As soon as this is completed, a copy will be sent to you in supplement form to be attached to the Manual.)

Section 8: DIGEST-ANALYSIS OF THE BILLS S.101 AND H.R. 2232

A. The Function of a Permanent FEPC

1. The Permanent FEPC will have but one function--to eliminate unfair employment practices based on discrimination on grounds of race, color, creed, national origin, or ancestry.

2. Management continues free to set its own hiring, training, and upgrading practices, to adjust its internal plant policy, and to discharge according to any standard it may adopt, so long as there is no arbitrary discrimination because of race, color, creed, national origin, or ancestry.

3. In the same way, organized labor continues free to manage its internal affairs according to its own lights, except that it cannot deny any of the advantages or opportunities of union organization and collective bargaining to any person because of race, color, creed, national origin, or ancestry.

B. Scope of the Bill

1. All agencies of the Federal Government.

2. Employers of six or more persons whose operations affect interstate or foreign commerce.

3. Contractors or subcontractors performing services for the Federal Government.

4. Labor unions whose practices affect interstate or foreign commerce, and under the S. 101, also labor unions of Federal employees.

C. Procedures of the FEPC

1. Receives and investigates complaints.

2. Endeavors to adjust complaints by informal and voluntary methods.

3. Where informal settlement is not possible, conducts open hearings in which parties charged have right to employ attorneys.

4. Following hearings, if discrimination is proved and violator refuses to comply with the law, FEPC issues findings and order to desist.

5. Administrative procedures are similar to those of ICC, FTC, SEC, FPC, FCC, and other agencies of the Federal Government.

D. Enforcement Powers

1. If a cease and desist order (issued after hearings) is defied, FEPC can only petition a Federal Court to back up its order. The Court, after review of the case, may issue a court decree ordering compliance with the FEPC order. Violation of a court decree is punishable by the Court, as a "contempt of court".

2. Federal Government contracts may be withheld from violators of the law.

3. Willful interference with FEPC agents (deliberate obstruction of its efforts to interpret and effectuate the law) is punishable.

4. When an agency or official of the Federal Government violates the law, referral is to the President for enforcement, and he may discharge any willful violator.

E. Judicial Review

1. No cease and desist order of FEPC can be enforced except through a Federal Court, after judicial review.

2. Any employer or union dissatisfied by an FEPC order may appeal to the Court.

3. The Court will review all questions of law. On questions of fact, the findings of the FEPC will have to be supported by evidence. This is the customary procedure for judicial review of administrative agencies, approved in the past by the Supreme Court.

F. Supervision and Checkmates

1. Members of the five-man Commission will be named by the President, to serve five-year terms, but must be approved by the Senate.

2. Regulations of the FEPC are subject to automatic review of the Congress, and may be amended or canceled by the Congress.

3. Congress automatically reviews the operations of all Federal agencies when acting upon their annual requests for appropriations.

4. Congress may at any time investigate the conduct of a Federal agency.

5. Judicial review (see foregoing).

Section 9: NATIONAL ORGANIZATIONS COOPERATING WITH NATIONAL COUNCIL

A. Partial List Of Organizations On Record In Congress As Urging Early And Favorable Action On The Permanent FEPC Bill

NATIONAL ORGANIZATIONS

Alpha Kappa Alpha Sorority
American Civil Liberties Union
American Council on Race Relations
American Friends Service Committee
American Federation of Labor
American Jewish Committee
American Jewish Congress
American Unitarian Association
American Unitarian Youth
B'nai B'rith
Catholic Interracial Council
Common Council for American Unity
Congregational Christian Churches
Congress of Industrial Organizations
Delta Sigma Theta Sorority
Federal Council of the Churches of Christ in America
Fraternal Council of Negro Churches in America
Improved Benevolent and Protective Order of Elks of the World
International Brotherhood of Sleeping Car Porters
International Ladies Garment Workers Union of America
Jewish Labor Committee
Jewish War Veterans of the United States
League of United Latin American Citizens
March on Washington
Millinery Workers Joint Board
National Alliance of Postal Employees
National Association for the Advancement of Colored People

National Association of Colored Graduate Nurses
National Bar Association
National CIO Committee to Abolish Racial Discrimination
National Community Relations Advisory Council
National Conference of Christians and Jews
National Consumers League
National Council of Jewish Women
National Council of Negro Women
National Council of Student Christian Associations
National Farmers Union
National Federation for Constitutional Liberties
National League of Women Shoppers
National Urban League
National Women's Trade Union League of America
Negro Newspaper Publishers Association
Postwar World Council
Southern Conference for Human Welfare
Southern Tenant Farmers Union
Union for Democratic Action
United Automobile Workers-CIO
United Council of Church Women
Upholsterers International Union of North America
Women's Division of Christian Service, Methodist Church
Women's International League for Peace and Freedom
Workers Defense League
Young Men's Christian Association, National Board
Young Women's Christian Association, National Board

OTHER NATIONAL COOPERATING ORGANIZATIONS

Americans United for World Organization
Central Conference of American Rabbis
Church League for Industrial Democracy
Committee of Racial Equality
Council Against Intolerance in America
Free World
Friends Committee on National Legislation
Iota Phi Lambda Sorority
National Committee to Abolish Anti-Semitism
National Religion & Labor Foundation
United States Student Assembly

B. Contact Your Local Affiliates

1. Check your community directory and phone book for local branches of each cooperating National organization. Make contact with these local affiliates and enlist their wholehearted and active support. Invite them to attend and participate in your general meetings and functions. Consult with them on strategic action on your Congressmen and Senators.

Section 10: DIRECTORY OF AUTHORIZED FIELD REPRESENTATIVES AND TERRITORIES

A. Know Who Are the Only Authorized Workers

1. It has come to our attention, too frequently now to ignore, that unauthorized individuals are posing as workers for a Permanent FEPC and collecting money under false pretenses. This money goes into their own pockets and well-intentioned contributors, not receiving an official receipt, are thus lost to us for subsequent support.

2. IMPORTANT! Only the following people, at this time, are authorized to originate Local Councils and solicit funds. Each has with him a statement of credentials signed by Anna Arnold Hedgeman. Ask to see such a statement from anyone claiming to be so authorized. If an individual does produce a letter, but his or her name does not appear on this list, check with us in Washington immediately by wire before you operate with him or her in any way.

3. As we add additional authorized field representatives to our staff, we shall notify all Local Councils immediately.

B. Check This List

1. Mr. WILLIAM E. LEUCHTENBURG: New England States--Connecticut, Rhode Island, Massachusetts, New Hampshire, Vermont, and Maine.

2. Mrs. LETHIA W. CLORE: Ohio, Kentucky, and Michigan.

3. Mrs. ANNA BELLE DOUGLAS: Florida, Georgia, South Carolina, North Carolina, Virginia, Albama, Louisiana, Texas, Oklahoma, Mississippi, and Arkansas.

4. Miss UNA A. SQUIRES: New York, New Jersey, Pennsylvania, Maryland, and Delaware.

5. Mr. CHARLES W. TONEY: Iowa, Minnesota, North Dakota, South Dakota, and Missouri.

6. Captain DOVEY M. JOHNSON, WAC, AUS:(now on inactive duty status) California, Oregon, and Washington.

7. Mrs. THELMA E. NICKENS: Illinois, Indiana, and Wisconsin.

. . . .

NC-FEPC
Gnl

NATIONAL COUNCIL
for a
PERMANENT FAIR EMPLOYMENT PRACTICE COMMITTEE
930 F STREET, N. W., WASHINGTON 4, D. C.
TELEPHONE EXECUTIVE 8884

Honorary Chairmen
Senator Arthur Capper
Senator Robert F. Wagner

Co-Chairmen
Rev. Allan Knight Chalmers
A. Philip Randolph

Treasurer
William Jay Schieffelin

Executive Secretary
Mrs. Anna Arnold Hedgeman

MEMORANDUM

TO: National Organizations:

SUBJECT: POLITICAL-ACTION-at-HOME: May 20, 1946

Attached is a full set of Bulletins, planned for political action in these States:

Illinois
Indiana
Iowa
Maryland
Massachusetts
Missouri
New Jersey
New York
Ohio
Pennsylvania
Wisconsin

Bulletins have been mailed to all individuals and organizations on our mailing lists, according to their States.

We have chosen these eleven States because they represent areas where likelihood of signatures on Discharge Petition #4 is greatest.

This does not mean that we are relaxing our efforts on the remaining Representatives who have not signed the Petition. . . particularly, since this is an election year, and the entire House is up for re-election.

Attached, also, is a covering memorandum which has been sent to all Local Councils.

ADDITIONAL COPIES ARE AVAILABLE FOR YOUR USE

If your Organization has State Locals or State Branches whose membership you could reach, we can supply quantities of Bulletins for each State, or for as many of the eleven States as you wish. Please indicate supply desired on each State.

EXECUTIVE COMMITTEE

A. A. Austin
Samuel Baron
Linna E. Bresette
George E. Brown
H. A. Dawson
Thurman L. Dodson
Rabbi Sidney E. Goldstein
W. C. Handy
Sidney Hollander
George K. Hunton
Mrs. Thomasina W. Johnson
Morris Milgram
Nathaniel Minkoff
Rev. James Myers
Mrs. Dorothy S. Norman
Winifred Raushenbush
Alex Rose
Rt. Rev. John A. Ryan, D.D.
Mrs. Mabel Staupers
Monroe Sweetland
Willard S. Townsend
Noah Walter, Jr.
Max Zaritsky
Charles S. Zimmerman

NATIONAL COUNCIL FOR A PERMANENT FAIR EMPLOYMENT PRACTICE COMMISSION

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NEWS FROM WASHINGTON

May 17, 1946

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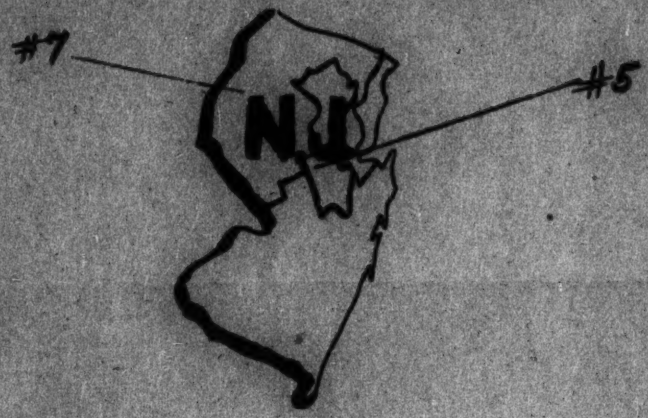

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DISTR.	NAME OF REP.	PARTY	HOME ADDR.
# 5	Charles A. Eaton	R.	Watchung
7	J. Parnell Thomas	R.	Allendale

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President Truman, on January 3, said.................

> "It is the Committees which hold up action on bills ....often a bare majority of a Committee - a handful of men - can prevent a vote by the whole Congress on these measures of majority policy..........."

YOU SHOULD WRITE YOUR REPRESENTATIVE ABOUT F.E.P.C. NOW:

because the RULES COMMITTEE has refused to allow the bill to come to the floor for a vote..........

because all REPRESENTATIVES are up for RE-ELECTION....

because he knows he returns to Congress ONLY IF HE VOTES according to your beliefs....................

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Here's WHAT You Can Do !!

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that "the petition method can give the WHOLE Congress a chance to vote on the F.E.P.C. Bill and you want him to sign his name to Petition #4."

ADDRESS him as HON.____________,
House Office Bldg., Washington, D.C.

INCLUDE your FULL Home Address.

URGE YOUR FRIENDS TO DO THE SAME!

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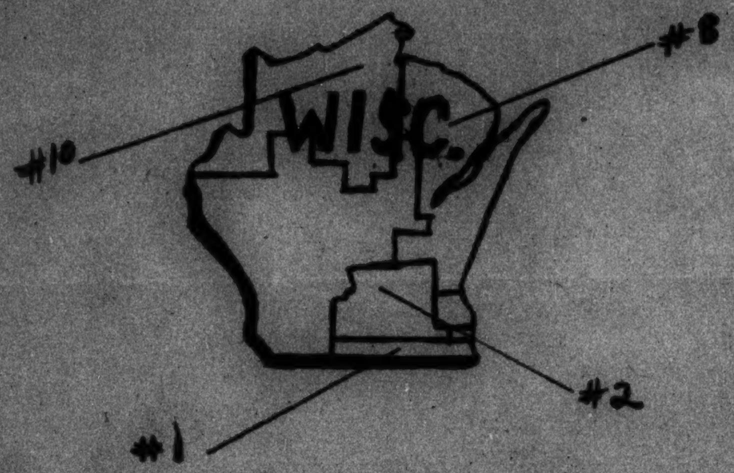

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DISTR.	NAME OF REP.	PARTY	HOME ADDR.
# 1	Lawrence H. Smith	R.	Racine
2	Robert K. Henry	R.	Jefferson
8	John W. Byrnes	R.	Green Bay
10	Alvin O'Konski	R.	Mercer

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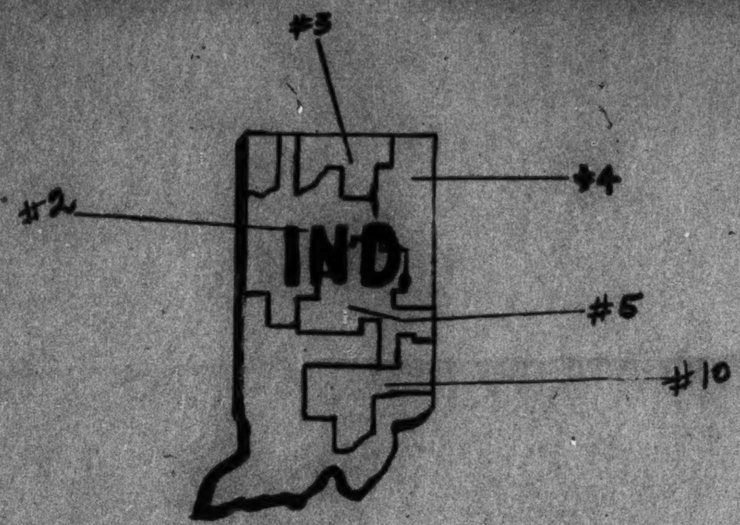

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DISTR.	NAME OF REP.	PARTY	HOME ADDR.
# 2	Charles A. Halleck	R.	Renselaer
3	Robert A. Grant	R.	South Bend
4	George W. Gillie	R.	Fort Wayne
5	Forest A. Harness	R.	Kokomo
10	Raymond Springer	R.	Connersville

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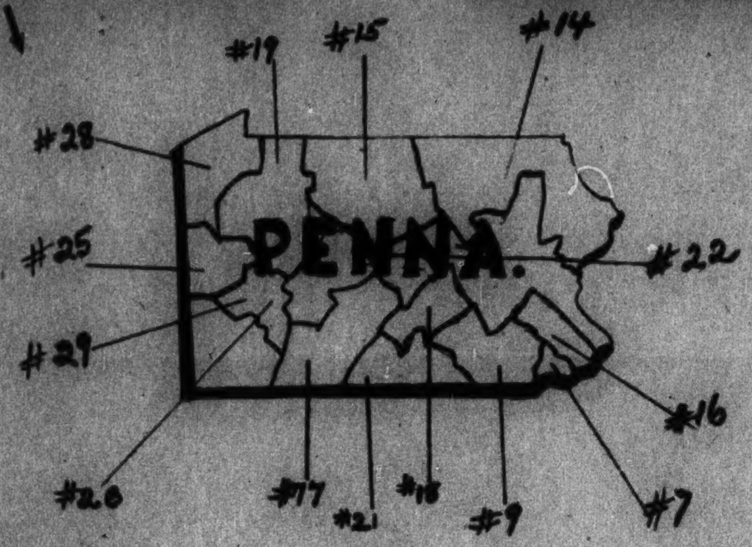

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DISTR.	NAME OF REP.	PARTY	HOME ADDR.
# 7	James Wolfenden	R.	Upper Darby
9	J. Roland Kinzer	R.	Lancaster
14	Wilson D. Gillette	R.	Towanda
15	Robert F. Rich	R.	Woolrich
16	Samuel K. McConnell,Jr.	R.	Penn Wynne
17	Richard M. Simpson	R.	Huntingdon
18	John C. Kunkel	R.	Harrisburg
19	Leon H. Gavin	R.	Oil City
21	Chester H. Gross	R.	Manchester
22	D. Emmert Brumbaugh	R.	Claysburg
25	Louis E. Graham	R.	Beaver
26	Harve Tibbott	R.	Ebensburg
28	Robert L. Rodger	R.	Erie
29	Howard E. Campbell	R.	Pittsburgh

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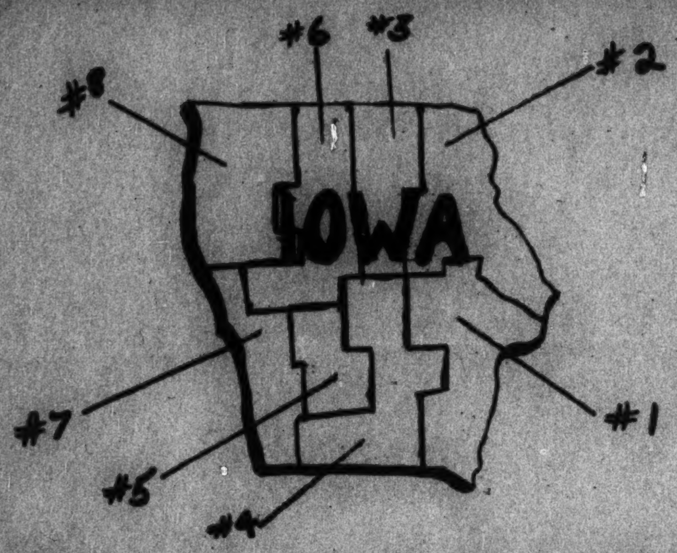

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DISTR.	NAME OF REP.	PARTY	HOME ADDR.
1	Thomas E. Martin	R.	Iowa City
2	Henry O. Talle	R.	Decorah
3	John W. Gwynne	R.	Waterloo
4	Carl M. Lecompte	R.	Corydon
5	Paul Cunningham	R.	Des Moines
6	James I. Dolliver	R.	Fort Dodge
7	Ben F. Jensen	R.	Exira
8	Charles B. Hoeven	R.	Alton

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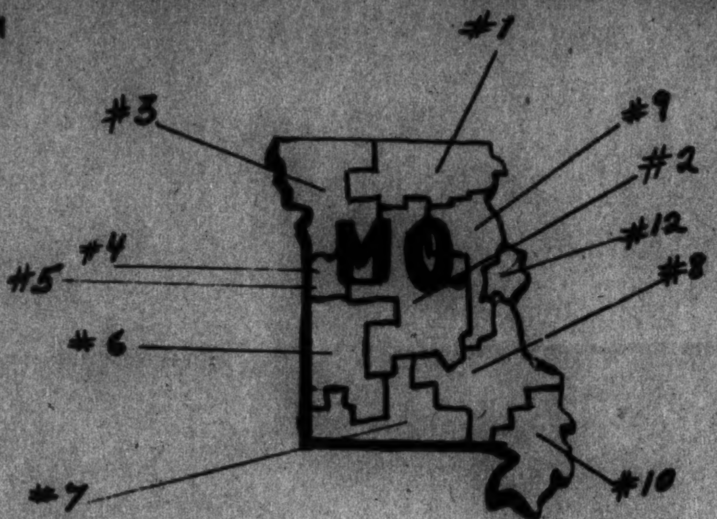

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# 1	Wat Arnold	R.	Kirksville
2	Max Schwabe	R.	Columbia
3	William C. Cole	R.	St. Joseph
4	C. Jasper Bell	D.	Blue Springs
5	Roger C. Slaughter	D.	Kansas City
6	Marion T. Bennett	R.	Springfield
7	Dewey Short	R.	Galena
8	A. S. J. Carnahan	D.	Ellsinore
9	Clarence Cannon	D.	Elsberry
10	Orville Zimmerman	D.	Kennett
12	Walter C. Ploeser	R.	St. Louis

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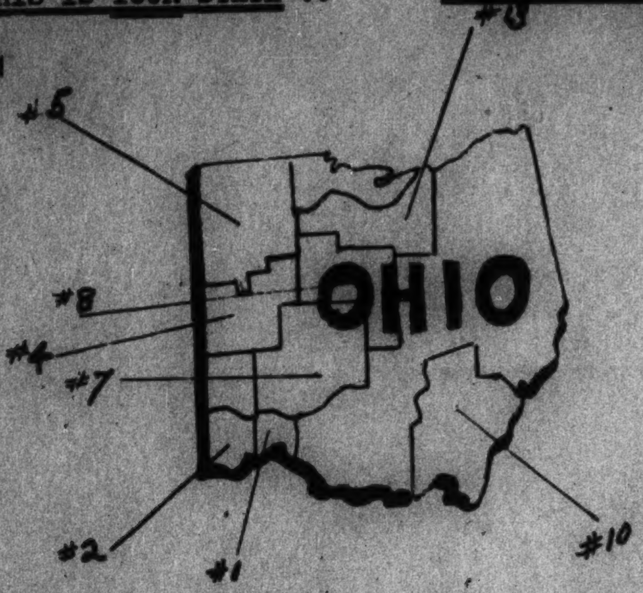

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2	William E. Hess	R.	Cincinnati
4	Robert F. Jones	R.	Lima
5	Cliff Clevenger	R.	Bryan
7	Clarence J. Brown	R.	Blanchester
8	Frederick C. Smith	R.	Marion
10	Thomas A. Jenkins	R.	Ironton
13	Alvin Weichel	R.	Sandusky

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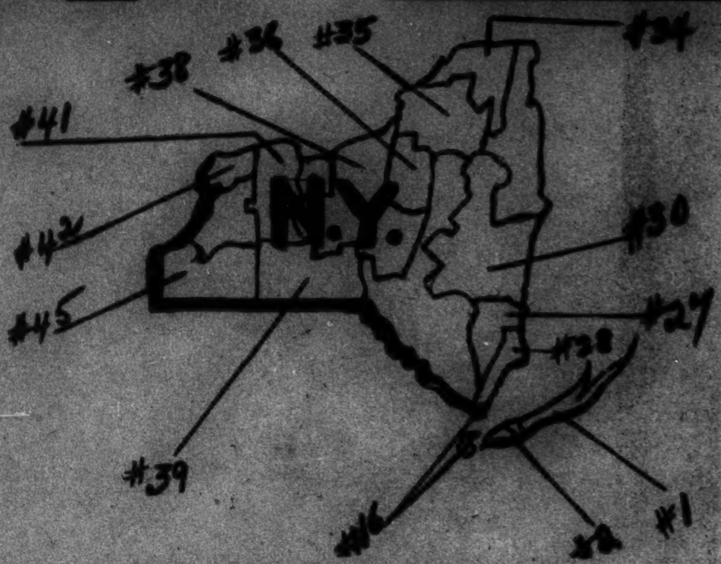

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2	Leonard W. Hall	R.	Oyster Bay
16	Ellsworth Buck	R.	Staten Is.
27	Ralph W. Gwinn	R.	Bronxville
28	Ralph A. Gamble	R.	Larchmont
30	Jay LeFevre	R.	New Paltz
34	Clarence E. Kilburn	R.	Malone
35	Hadwin C. Fuller	R.	Parish
36	Clarence E. Hancock	R.	Syracuse
38	John Taber	R.	Auburn
39	W. Sterling Cole	R.	Bath
41	James W. Wadsworth	R.	Geneseo
42	Walter G. Andrews	R.	Buffalo
45	Daniel A. Reed	R.	Dunkirk

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that "as in wartime, full employment can only become reality in peacetime IF we have a federal fair employment practice law....

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ADDRESS him as HON.____________,
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INCLUDE your FULL Home Address.

URGE YOUR FRIENDS TO DO THE SAME!

NATIONAL COUNCIL FOR A PERMANENT

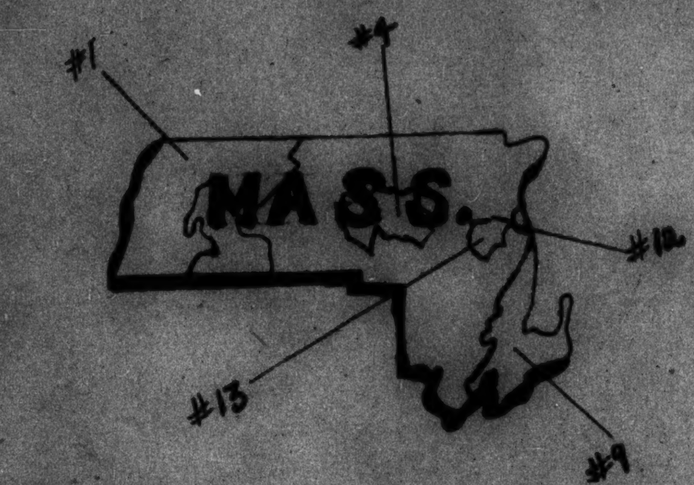
FAIR EMPLOYMENT PRACTICE COMMISSION

930 F STREET, N. W.
WASHINGTON 4, D. C.

Executive Secretary:
MRS. ANNA ARNOLD HEDGEMAN

NEWS FROM WASHINGTON May 17, 1946

THIS IS YOUR STATE !!



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DISTR.	NAME OF REP.	PARTY	HOME ADDRE
# 1	John W. Heselton	R.	Deerfield
4	Pehr G. Holmes	R.	Worcester
9	Charles L. Gifford	R.	Cotuit
12	John W. McCormack	D.	Dorchester
13	Richard B. Wigglesworth	R.	Milton

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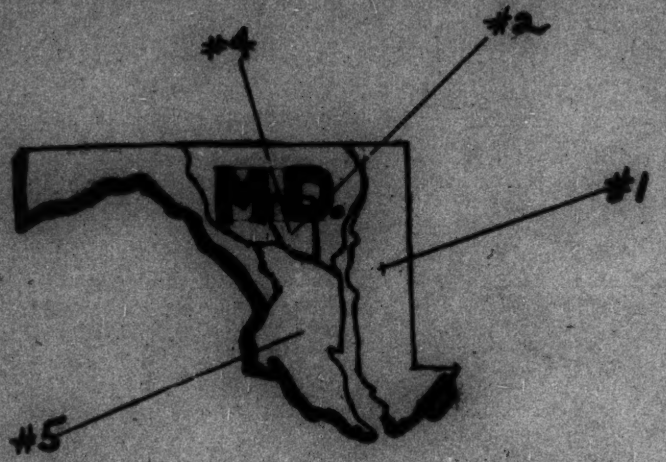

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# 1	Dudley G. Roe	D.	Sudlersville
2	H. Streett Baldwin	D.	Hydes
4	George H. Fallon	D.	Baltimore
5	Lansdale G. Sasscer	D.	Upper Marlboro

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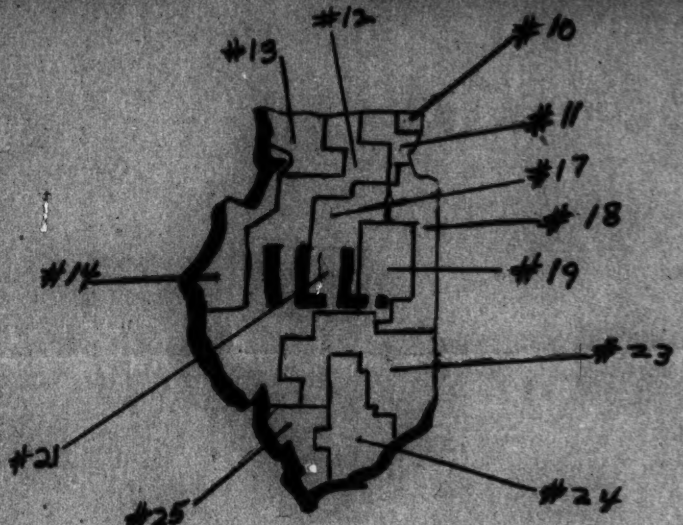

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11	Chauncey Reed	R.	W. Chicago
12	Noah M. Mason	R.	Oglesby
13	Leo E. Allen	R.	Galena
14	Anton J. Johnson	R.	Macomb
17	Leslie C. Arends	R.	Melvin
18	Jessie Sumner	R.	Milford
19	Rolla C. McMillen	R.	Decatur
21	Evan Howell	R.	Springfield
23	Charles W. Vursell	R.	Salem
24	Roy Clippinger	R.	Carmi
25	C. W. Bishop	R.	Carterville

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c/c FEPC field & office Staff

Field Activity for the Month of July

Milo Manly 7/29/47

Washington, D.C.

In a conference with Mrs. Ruby Hendricks, Executive Director of the National Association of Colored Women, support of the National Council was discussed. Mrs. Hendricks agreed to publish articles from the Council in the Association magazine and to supply our office with the names of the presidents of the State chapters so that each can be contacted directly.

As a mailing of the Association magazine was in process, literature from the National Council was inserted in each envelope. The current mailing list of the Association is 1028.

Arrangements were also made to supply Mrs. Hendricks with all press releases from the Council so that she can include news of the Council in each months issue of the Association magazine.

I expect to meet with the Executive Committee of the Association at their next regular meeting to see if the Association will take on a more active part in the F.E.P.C. program. The Association has chapters in forty three (43) states.

National Association of Postal Employees

The Executive Committee of the N.A.P.E. met and I discussed with them ways and means of getting more active participation for F.E.P.C. from the members of N.A.P.E.

The group felt that the Council needed to set up an information service that would provide the home office of N.A.P.E. with literature for distribution and copy to be included in the N.A.P.E. magazine. Thus the officers of the various branches of N.A.P.E. could use said material to promote local programs.

I was asked to speak at the National Convention of N.A.P.E.. I was advised that N.A.P.E. would expect a report on the past years activity of the Council. The N.A.P.E. Executive Committee plans to present a resolution to its membership for a cash contribution to the National Council.

National Baptist Convention, Inc.

I have had two conferences with officials of the National Baptist Convention and we have laid out a program and an organizational set-up to be presented to the National Convention to be held in Kansas City on September 8th.

The plan calls for the formal creation of a permanent office on Civil Affairs with adequate staff. The first project for the Civil Affairs office is promotion of an educational program on F.E.P.C. and a financial campaign to support the National Council.

Dr. Jemison, president of the Convention, advised that he now approves the plan and will support it at Kansas City. He had previously opposed adopting F.E.P.C. as a project as he felt the National Council was "hogging the F.E.P.C. show." He proposed a tour in which Rev. Sandy Ray and I would go together to the various Baptist Ministerial Associations and develop F.E.P.C. programs. The tour should start as soon after the Convention as possible.

I was asked to address the Convention in Kansas City as the first step in launching the new Civil Affairs program.

I expect to again meet with the planning committee before September 8.

A.D.A.

Conferred with William Leuchtenburg, National Director of Students for Democratic Action.

We are now in process of working out an exchange of field ideas, contacts, etc. so that the field workers of S.D.A. can interest student chapters of S.D.A. in FEPC as well as the A.D.A. program. This will include direct contact with student groups and distribution of literature.

Indianapolis Council for a Permanent F.E.P.C.

In Indianapolis I talked with some of the officers of the Indianapolis Council.

I was told very frankly that the Indianapolis Council had practically ceased to exist as the people in Indianapolis had thought the National Council had died.

I asked what had happened to the letters Henderson wrote and to the mailings put out during the summer and fall of '46. Mr. De Frantz of the Y.M.C.A. (the key worker in Indianapolis) advised that he had a waste basket full of letters and such where he filed everything in the way of correspondence that was more than one page long. He also stated that he felt that the Council should send a representative to meet with the local councils regularly if the National Council expects to get any action out of them. He also advised that he had recently attended a conference at Antioch College and F.E.P.C. was the main topic of discussion and he was giving me the general feeling of the conference as well as his own. Another criticism of the National Council was that its Board of Directors was confined to the east coast whereas it should represent each state in the whole country.

Another member of the Indianapolis Council stated that the one big question in the minds of the people throughout Ohio, Indiana and Michigan was, why did Ann Hedgeman quit?

REQUESTED BY
WILLIAM H. OLIVER
FOR FAIR PRACTICES FACT SHEET

IM AA JC CI
WAL SS
Circulate Return to

April 17, 1951

APR 18 1951

WASHINGTON-- If you and your organizations want FEPC in defense employment in time to do some good in the hiring, training, upgrading and promotion for defense work, write to the following address:

The President
Harry S. Truman
The White House
Washington, D. C.

It is now plain that the decision to issue an Executive Order establishing an effective FEPC covering all defense employment lies with President Truman himself. If he says Yes and signs his name, there will be an FEPC. If he says No, or says nothing, there will continue to be no FEPC charged with exclusive and undivided responsibility for enforcing the anti-discrimination clause contained in all defense contracts and now a dead letter.

After eight weary months of playing "Going to Jerusalem," organizations favoring FEPC have arrived at the last chair. That chair is occupied by Harry Truman. There is no mistake about this.

Starting July 16, these pro-FEPC organizations began by appealing to the President to issue an FEPC Executive Order similar to President Roosevelt's 8802 "as an integral factor in the mobilization of manpower against North Korean Communist aggression."

Twenty-five days later, representatives of these groups met with NSRB Chairman Symington and Secretary of Labor Tobin, who agreed that such an Order was advisable.

A month later, they asked Symington what progress had been made. Four days later, he promised an answer within a week.

During the Fall, these representatives met with officials of the Labor Department and other agencies regarding the formulation and issuance of such an Order.

-more-

A draft was finally sent to the Bureau of the Budget.

On Dec. 14, a wire was sent to President Truman urging that he include in his declaration of a national emergency an FEPC Executive Order.

Two months later, they met with Defense Mobilization Director Wilson, at the suggestion of Presidential Assistant David Niles. Wilson, like Stettinius and Tobin, yes6ed the representatives and said he would make a public statement urging the establishment of an FEPC for defense employment -- if President Truman had no objection.

Since then, Wilson has made no such public statement.

It is known that the Budget Bureau has cleared the draft of such an Executive Order.

In the March AUTO WORKER, it was reported that issuance of an FEPC Executive Order is being held up because of the fear of starting a row with Congress.

In the meantime -- eight months -- billions of dollars and millions of man-years of employment in defense contracts have been let by the Federal Government with no provision for the enforcement of the anti-discrimination clause.

The friends of FEPC have played the whole musical chairs/game of "going to Jerusalem" through to the end.

Of course, there are political reasons for "postponing" an FEPC Executive Order -- fear of antagonizing and losing the votes of Southern Democrats on pending legislation, of arousing their antagonism in oncoming investigations into foreign policy in Asia and Europe. But there will always be political reasons for delay, appeasement and denial of the rights of members of minority groups -- always "jam tomorrow, [redacted] jam today" -- always a full first table and a promise of something to eat at the second table, but with the second table seldom, if ever, set with food.

-more-

If you, your Local Union and other organizations write President Truman urging him to issue an Executive Order creating an FEPC for defense employment, and if you agree with CIO President Philip Murray and UAW-CIO President Walter P. Reuther that President Truman was right in dismissing Gen. MacArthur for insubordination, you might begin your letter by stating your support of President Truman on that issue and then go on to make the request that he act now to issue an Executive Order creating an FEPC for defense employment. It is true that much of President Truman's support in the fight with MacArthur and his ~~these who are~~ support~~ing~~ers and exploit~~ing~~ers ~~the General~~ comes from those persons and organizations who are most insistent upon the immediate establishment of an FEPC by Executive Order.

This is a fact which should be impressed upon President Truman and his advisors. now.

-30-

PS:ech
4/17/51

NL-FEPC
Inf

William H. Hastie, Chairman of the National Legal Committee of the National Association for the Advancement of Colored People, after attending a conference with Senator Robert A. Taft on February 2, concerning the pending Fair Employment Practice bills, issued the following statement:

Senator Robert A. Taft today stands self condemned as a political chameleon, - a pre-election friend and a post-election foe of the pending legislation to establish a permanent Fair Employment Practice Commission. Worse still he boldly announces that the pre-election pledges of the Republican party and its national leaders to support this legislation were the promises of hypocrites, never intended to have real meaning.

Here is the record.

1. At the June 1944 Republican National Convention, the platform committee, Robert A. Taft, Chairman, received numerous written and oral petitions to pledge that party's support to legislation for a permanent Fair Employment Practice Committee. These representations, as well as the bills then before Taft's Senate Committee on Education and Labor, all made clear that the proposal was for a committee with enforcement powers which the present temporary wartime committee lacks. In these circumstances Senator Taft boldly wrote into the Republican platform a pledge to support and enact legislation establishing a permanent Fair Employment Practice Commission.

2. On February 2, 1945, after the November election, Senator Taft just as boldly told a distinguished delegation of Chicans soliciting his active support for the pending legislation that he was opposed to any legislation which would empower FEPC and the courts to enforce fair employment practices. He indignantly denounced those who suggested that the Republican party in its June platform had pledged itself to support any such legislation as was then and is now pending before Congress. He violently denied that the Republican platform had any such meaning and accused those who said so of misrepresentation. No doubt he failed to realize that his charge included Governor Dewey who "misrepresented" Taft's notion of the Republican pledge in his Buffalo speech on November 1, 1944.

3. On September 20, 1944, the Senate Committee on Education and Labor, of which Senator Taft is the senior Republican member, made a favorable report of the then pending bill to establish a permanent FEPC with adequate enforcement powers. Senator Taft concurred in that report. Moreover, on the same day, on the floor of the Senate he openly acknowledged his agreement with the report.

4. On February 2, 1945, when his fellow Ohioans confronted Senator Taft with his approval of the legislation in committee last fall, the Senator blandly stated that he approved the bill with the understanding that no action would be taken on it, but that the committee would have a chance to reconsider it at the next session of Congress. He was never in favor of the bill, but of course he was in favor of the votes which his statement of approval would win for him in Ohio.

Fortunately, there are many Republicans in Congress and out who take a more serious view of their pre-election commitments than does Senator Taft. It is because honest, liberal and progressive Republicans may well hold the balance of power on the pending FEPC legislation that we may still expect the pledge of the Republican party and its national convention to be carried out.

Note: Mrs. Hedgeman is from the midwest and had made speaking tours through the midwest so that she was personally known to the people there.

The discussion resulted in;

1. The Indianapolis Council will be revived immediately after summer vacations are over

2. A financial campaign with a goal of $1,000. for the National Council will be initiated.

3. Phone calls were made to Senator Jenner to urge him to vote in favor of F.E.P.C.

4. The group requested that I return to Indianapolis to help plan a real campaign and bring full information about the Council and the bill S.984.

5. The group also requested that Indiana be represented on the National Council Board of Directors.

They were told to select their representative, then write to the Executive Director and formally advise him of their wishes.

Council for Equal Job Opportunity - Philadelphia, Pa.

Conferences are under way to affect a complete reorganization of the Council. Mrs. Mova Ryan and Mr. Morris Milgram were appointed to set up a plan of reorganization and then direct same. They have requested that I sit with them in actually getting the organization going as the C.E.J.O. has no personnel and is about $1800. in debt.

I have talked with several leaders of organizations in Philadelphia particularly Judge Flood and Father Cunnie of the Catholic Interracial Committee. I feel a real organization can be built in Philadelphia but a full time person is needed. Volunteer help won't do it.

I.B.P.O.E.

No activity can be expected from this group until after their National Convention August 25. It was hinted that if Mr. Randolph fails to show as the speaker, as he did on a previous occasion, the Elks might also fail to show any further interest in the Council, but promote F.E.P.C. on their own.

For the immediate future I have speaking engagements in Cleveland-N.A.P.E. and in Kansas City, Baptist Convention. Prior to the Cleveland engagement I expect to meet with the Philadelphia C.E.J.O. and visit several cities in Massachusetts and Connecticut. In Connecticut the local Council has disbanded, making it necessary to contact individual organizations. The Elks are holding a Convention in Philadelphia the week of August 25 and I plan to attend the civil liberties section of this convention.

xc-FEPC
Jnf

A COMPARISON

For purposes of identification the Committee's bill is hereinafter referred to as the Bill, and Marcantonio's bill as No. 1732.

FINDINGS AND POLICY

No. 1732 - Classifies discrimination in employment for reasons stated as the denial of civil rights and liberties and waste of manpower. The Bill terms such discrimination a waste of manpower and obstruction to and burden upon interstate commerce.

The Bill declares the policy of the United States to eliminate discrimination in all employment relations subject to the control of the government, while No. 1732 limits the policy to employers who contract with the government.

Freedom from discrimination is declared by the Bill to be a privilege and immunity of United States Citizens which shall not be abridged by United States, a State or instrumentality thereof. This is not in No. 1732.

UNFAIR EMPLOYMENT PRACTICE

1732 does not include labor unions while the Bill does. The Bill also makes it an unfair practice for an employer or union to discharge or expel or discriminate against any person who files a charge or opposes unfair employment practices. 1732 does not touch that phase.

SCOPE OF ACT

The Bill precisely defines its scope and includes employers in interstate and foreign commerce, while 1732 by its "definitions" attempts to achieve somewhat the same result but falls far short. See the Digests submitted.

F.E.P.C.

The Bill sets up a seven member Committee appointed by the President, with the advice and consent of the Senate for 7 year terms at an annual salary of $10,000. 1732 considers the Committee that body set up by the President pursuant to Executive Order 8802. The provisions of 1732 are weak and the Board established non-existent.

The Bill abolishes the old Committee but transfers its employees, books and records to the new Committee.

REPORTS

The Bill provides for yearly reports to the President and to Congress 1732 is silent on this point.

ENFORCEMENT AND PROHIBITION

Section 5 of 1732 and Section 10 of the Bill have somewhat similar provisions, save that the Bill is more explicit and not so loosely drawn. The Bill establishes ten days as the minimum while 1732 sets 7 days.

N.C.
FEPC

COPY

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NC-FEPC

ISSUES RELATING TO THE FUTURE OF FEPC

1. The President has requested Congress to appropriate $585,000 for the support of FEPC for the fiscal year 1945 (July 1, 1944 to June 30, 1945). The Sub-Committee on Deficiencies of the House Appropriations Committee has held hearings on this request and will report to the full Committee which in turn will report to the House early in May. Whether the House will vote an adequate appropriation will depend on the following:

(a) The type of report coming from the Appropriations Committee. Action indicated would be an appeal to Committee members to make a favorable report.

(b) The success of procedural moves which may be made to prevent a House vote on the appropriation. Action indicated would be an appeal to Congressmen to vote against sustaining any "point of order" or other technical objection which may be raised against the appropriation. The Speaker, or the Chairman if the appropriation is before the Committee of the Whole, should be urged to overrule such a point of order or other objection and Congressmen should be urged to support him in such a ruling and insist upon a record vote.

(c) The recognition of a clear distinction between FEPC's appropriation and Bills now before Congress for the establishment of a permanent FEPC. The Congress can and must vote a full appropriation to continue the present FEPC whether or not it considers the Bill for a permanent FEPC. Some Congressmen have misinterpreted the language of the Russell Amendment which recently passed the Senate. This Amendment does no more than require FEPC to come to Congress for an appropriation. It does not require Congress to enact legislation establishing an FEPC as a condition precedent to appropriating funds for the support of the FEPC which already exists. It is important to urge all Congressmen to recognize this distinction and to acquaint themselves with the exact language of the Russell Amendment.

(d) The seriousness with which Congressmen treat the issue. Congressmen are much more concerned about how the voters in their home town and congressional districts feel than they are about letters and protests from the headquarters of national organizations. The action desired is to get individual voters and "grass-roots" local organizations, civic, political, religious, labor and industrial, to write to their own Congressmen and tell them what is expected. This may require acquainting voters generally with the nature of FEPC and some of its accomplishments.

2. The House Select Committee Investigating Executive Agencies, known as the Smith Committee held two hearings on complaints filed against FEPC. The Chairman of FEPC filed statements in both these hearings. In addition, the Smith Committee held a hearing on complaints filed by the Seafarers International Union against the Recruitment and Manning Organization (RMO), of the War Shipping Administration. This hearing involved the problem of discrimination against Negro seamen and indirectly involved the policies of FEPC.

The Smith Committee has not published its report on FEPC, but if it does publish one, it may do so while FEPC's appropriation is being debated. An unfavorable report by the Smith Committee should be carefully analyzed and voters should contact their Congressmen about it with a view to preventing them from opposing FEP'C appropriation because of anything reported by the Smith Committee. All of the complaints filed with the Smith Committee against FEPC opposed the efforts to eliminate discrimination against Negro workers in activities essential to the war effort.

3. Several Congressmen have recently gone on record about FEPC. In several instances their positions are set forth in the Congressional Record.

(a) On March 21, 1944, Congressman Outland of California placed in the record a statement in favor of FEPC. (See Congressional Record Vol. 90 No. 52 Appendix p. 1510)

(b) On March 22, 1944, Congressman Scott of Pennsylvania placed in the record a statement in favor of FEPC. (See Congressional Record Vol. 90 No. 53 Appendix p. 1549)

(C) On December 3, 1943, Congressman Rankin of Mississippi attacked FEPC on the floor of the House. The attack was directed against FEPC's efforts to eliminate discriminatory employment practices in the South. (See Congressional Record Vol. 89 No. 188 p. 10400)

(d) On January 12, 1944 Congressman Hoffman of Michigan attacked FEPC on the floor of the House declaring that it "has been stirring up trouble." (It should be noted that Congressman Hoffman is a member of the Smith Committee investigating FEPC and made his statement well before the investigation had been completed.) See Congressional Record Vol. 90 No. 3 p. 133)

(e) On April 14, 1944, Congressman Gibson of Georgia placed in the record a statement against FEPC. This attack dealt principally with the fact that a large number of Negroes are employed on FEPC's staff. (See Congressional Record Vol. 90 No. 65 Appendix p. 1918)

WHEREAS, June 25 marks the tenth anniversary of President Roosevelt's famous Executive Order #8802, declaring it a policy of this nation that "there shall be no discrimination in the employment of workers in defense industries or government because of race, creed, color or national origin;" and

WHEREAS, this Executive Order made possible the fullest utilization of American manpower at a time when the entire world depended upon our industry to produce the vital materials of war; and

WHEREAS, by a strange coincidence, June 25 also marks the first anniversary of the Communist attack on the Republic of Korea, thus pointing up the fact that American industry is once again called upon to meet the expanded needs of a nation at war; and

WHEREAS, in the interests of all-out production as well as in the interests of true democracy, it is essential that qualified workers of all races, creeds and ancestries enjoy equal opportunities to serve their country on the vital production front;

THEREFORE, I, (name of Mayor) __________, Mayor of (name of city) do hereby declare June 25 to be Fair Employment Practices Day, and call upon the citizens of this city to examine their employment practices and to take whatever steps may be necessary to eradicate any vestiges of un-American discrimination that may remain in our stores, factories, offices and other places of employment, both public and private, thus assuring our fighting forces the full production they so urgently need and safeguarding, for Americans of all backgrounds, the equality of opportunity that has always been the American birthright.

480

Suggested City ~~Council~~ FEP Resolution 437/18

1

WHEREAS, June 25 marks the first anniversary of the Communist attack upon the Republic of Korea; ~~and~~

WHEREAS, ~~that date~~ June 25 also marks the tenth anniversary of President Roosevelt's Executive Order #8802 ~~issued in 1941~~, which created the emergency Fair Employment Practices Commission; and

3 WHEREAS, the ~~current situation in Korea and the~~ as in 1941 ~~tense political picture throughout the world represents a condition closely parallelling that of 1941; and~~ threat of totalitarian aggression requires the max use of our manpower resources ~~both for~~ in for defense prod

WHEREAS, ~~the President's~~ Executive Order 8802, which guaranteed equality in employment to all Americans, regardless of race, creed or ancestry in all business and industry connected with the national defense, was not only a great morale factor in our democratic war effort, but also of tremendous effectiveness in making the largest possible manpower pool available for our increased production needs; and

5 ~~WHEREAS, that Executive Order lapsed after World War II, and there are now, for two-thirds of the American population, no adequate safeguards of fair employment practices;~~

THEREFORE BE IT RESOLVED, that the City Council (Board of Estimate, Board of Aldermen, etc.) of the city of ________________, hereby call upon the President of the United States to issue a new Executive Order, creating a ~~Federal~~ Fair Employment Practices Commission empowered to ~~insure that~~ prevent no discrimination ~~shall take place~~ in the employment of personnel in any business or industry enjoying defense contracts, ~~and be it further~~ in order to assure

NC-FEPC

National Council for a Permanent F.E.P.C.

Outline of activities to date

Grew out of SAVE THE FEPC Conference held in Washington September 13 and 14, 1943, at which representatives of more than 15 organizations, representing as many states, VOTED to establish a National Council to carry on the work for a permanent F.E.P.C. The National Council for a Permanent F.E.P.C. was organized, using the headquarters of the Brotherhood of Sleeping Car Porters temporarily in New York City.

The objectives of the Council are:

(1) To promote in every possible way the establishment of equal opportunity for employment, to secure hiring with due regard to the already existing skills and experience of the applicant, equality of wages for the same work, and the full right of upgrading employees within industries regardless of race, creed, color or origin.

(2) To bring about the establishment of a permanent Federal Fair Employment Practice Committee.

(3) To carry on an educational campaign, nationally and locally, to further the Council's objectives.

A constitution was drawn up (copies of which are available), a budget drawn up and adopted and the constructive work had begun, with Dr. Allan Knight Chalmers of the Broadway Tabernacle Church and A. Philip Randolph of the Brotherhood of Sleeping Car Porters serving as co-chairmen.

One of the first things done was to appoint~~e~~ an executive committee, one which was representative of the clergy, liberal groups and labor.

Then a call was sent out to all trade unions in New York City to meet in conference for the purpose of conferring on the work of the National Council. Over 90 delegates were present at this conference held on October 20th, in Freedom House, New York City, representing about 40 unions and locals and a membership over a million. This conference unanimously endorsed the National Council for a Permanent F.E.P.C. and unanimously RESOLVED to support its objectives and give financial aid. A trade union committee was appointed with unanimous consent, which was pledged to raise and to help raise the Council's budget of $25,000. Pledges totalling $5,000 were immediately made, and other general pledges without stating specific amounts made by a number of the other representatives, who had to refer the matter back to their executive boards.

Pledges:	I.L.G.W.U.	$3,000	, later raised to $5,000
	B.S.C.P.	500	, later raised to $2,000
	Textile	400	
	URW&DSEU-CIO	1000,	
	Millinery	150	

BILL - A bill for a permanent F.E.P.C. was drafted and has been introduced in the House; is now HR3986. It is being jointly introduced in the Senate today.

NATIONAL COMMITTEE - A National Committee of over 300 of the most outstanding Americans has been already formed, and will be completed shortly. The list thus far includes representative members of the clergy, of all faiths, labor, Congress, education, professions of all kinds and prominent citizens from various sections of the country.

CONFERENCE - December 30th, 1943

A conference call was again sent out when the Southeastern Carriers and the railway brotherhoods defied the directives of the F.E.P.C.

In answer to this call organizational heads immediately responded, so that more than 20 national organizations with headquarters in New York City were represented. This conference VOTED

To Back up the F.E.P.C. in view of defiance of Southern Railroads to directives;

To send a telegfam to President Roosevelt backing him in supporting the FEPC: opposing appointment of any subpcommittee for further investigation; asking for an appointment with a small committee; (No answer was received to this request) To have letter, telegram, post card campaign to the President backing up FEPC and condemning the defiance of the southern rail oads;

to hold public mass meeting in New York City on this; meeting will be held Monday evening, February 7th, in Town Hall - and a committee representing several organizations was appointed to conduct promotion;

to support the Washington conference being called by the National Council;

to crystallize public opinion on FEPC and win support of the bill for a permanent F.E.P.C.

SMITH COMMITTEE HEARINGS:

This was the second urgent situation the Council went out to meet. After Comptroller General Warren's statement on the discrimination clause not being mandatory, a barrage of telegrams and mobilized public pressure was used. The same forces were employed when news reached us the evening before the hearings were scheduled to be held. Forces were again mobilized and pressure put on through means of a telephone-telegram campaign emanating from New York, Washington, Detroit, Chicago and Pittsburgh. The hearings lasted only one day, and a letter was received from Rep. Delaney, a member of the Smith Committee, that nothing had been forthcoming in the hearings warranting further investigation. Telegrams had been sent to all members of the Smtih Committee, condemning hearings and asking for their discontinuance; the President, upholding the FEPC and condemning hearings; to Malcolm Ross, chairman, expressing confidence in the FEPC and public support for its effective work.

A pamphlet is now ready for general distribution, giving brief statement on FEPC, its achievements and the need for a permanent FEPC. This is the first general public piece of work on the subject, though a number of article have been written in various publications. These articles, as well as the ~~finds of~~ summary of the findings of the Railroad hearings conducted by FEPC, and to date one of its outstanding achievements, will be consolidated in an informative pamphlet soon to be published.

LETTERS TO CONGRESS:

Two letters addressed to the President and distributed to all members of Congress will go out shortly. One will be signed by fifteen outstanding members of the three major faiths, representing the Catholics, the Jews and the Protestants. The other will go out from the National Council signed by several outstanding members.

ESTABLISHMENT OF WASHINGTON HEADQUARTERS AND PERSONNEL:

We now have our personnel and are ready to establish our Washington headquarters. A nationwide educational campaign upholding FEPC and pressing support for HR 3986 will be immediately begun.

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable symbol above or preceding the address.

WESTERN UNION

1201

A. N. WILLIAMS
PRESIDENT

SYMBOLS

DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

TO FEPC RALLY,

INTENSELY REGRET DOCTOR'S ORDERS FORBID MY ATTENDANCE HISTORIAL RALLY STOP PROVIDED PRESENT ABLE FEPC LEADERSHIP CONTINUED AND STRENGTHENED TRIUMPHANT FUTURE ASSURED FOR NATION INVOLVING MORAL PRESTIGE UNITED STATES IN COMMUNITY OF NATIONS.

JOHN LAFARGE, EDITOR, AMERICA

THE COMPANY WILL APPRECIATE SUGGESTIONS FROM ITS PATRONS CONCERNING ITS SERVICE

Elizabeth Murray
1737 Willard
Tel. No. 2704 –
North. Dc.
~~[illegible]~~
2200 –
4224 9

Write concerning
[illegible] [illegible] Dec 11 [illegible]
Mrs Elizabeth ~~[illegible]~~
Murray
1737 Willard
N.W.
Washington D.C.

Elizabeth
Tel Dec 2200
Columbia [illegible]
North 2244

Pauline Myers
4977 [illegible] S.W.
Tel Decatur 8648
[illegible] 32

File FEPC
Information

NEW YORK CITY CHAPTER
NATIONAL LAWYERS GUILD

To provide a basis for discussion of strategy in relation to the State Fair Employment Practices Committee bill, the Lawyers Guild has prepared the following analysis of the proposal of the State Commission against Discrimination together with suggested amendments. In preparing these amendments we have eliminated all matters which were not regarded as being vitally important.

Section 125: Contains a statement of the purposes of the legislation.

Section 126: Declares opportunity for employment without discrimination to be a civil right.

Section 127: Definitions

1. **Person**: No change.
2. **Employment Agency**: This definition should not be limited to persons acting "for compensation".
3. **Labor organization**: No change.
4. **Unlawful employment practice**: No change here.
5. **Employer**: To eliminate the exemption of non-profit, religious, charitable and fraternal employers and to insure coverage of governmental employees, we suggest the following definition: "The term 'employer' includes any person acting directly or indirectly in the interest of an employer in relation to an employee, and shall not include the State of New York, its instrumentalities and political subdivisions, but shall not include a religious corporation or association where the employment in question is concerned with the propagation of religious doctrine or any farmer employing not more than three employees."
6. **Employee**: No change.
7. **Commission**: No change.

Section 128: Creates a State Commission against Discrimination, provides for appointment of five members, their term of office and remuneration. No change.

Section 129: Policies of Commission: No change

Section 130: General powers and duties of Commission.

1. (We would eliminate these subdivisions 1, 2, and 3, which
2. (provide for meeting and functioning of the commission and
3. (substitute the following language taken directly from Section 702, subdivisions 4 and 5 of the State Labor Relations Act: (1) The commission shall appoint an executive secretary and such attorneys, trial examiners and directors for local areas and such other employees, and fix such salaries or other compensation therefor, as it may from time to time find necessary for the proper performance of its duties. The reasonable and necessary traveling and other expenses of the members of the commission and other officers and employees of the commission, while actually engaged in the pefomance of their duties shall be paid from the state treasury upon the audit and warrant of the comptroller, upon vouchers approved by the chairman. Attorneys appointed under this section may, at the direction of the commission, appear for and represent the commission in any case in court. The commission may establish or utilize such regional, local, or other agencies, and utilize such voluntary and uncompensated services as may from time to time be needed.
   (2) All employees of the commission shall be appointed by the commission in accordance with the provisions of the civil service law.
4. Authority to use government services: No change.
5. Adopt and Promulgate rules and regulations: No change.
6. We suggest the elimination of this section and the substitution of the following language from Section 702, subdivision 6 of the State Labor Relations Act: The Principal office of the commission shall be in the city of Albany, but it may meet and exercise any or all of its powers at any other place within the state. The commission may, by one or more of its members or by such agents or agencies as it may designate, conduct in any part of this state any proceeding, hearing, investigation, inquiry, or election necessary to the performance of its functions. A member who participates in any such proceeding shall not be disqualified from subsequently participating in a decision of the board in the same case.

7. We suggest that in place of this section the full provisions of Section 703 of the SLRA, providing investigatory powers, shall be included. For reasons of brevity we have not set forth these provisions in full.
8. Creates advisory councils: No change.
9. Issue publication: No change.
10. Annual reports: No change.

Section 131: Declaration of unfair labor practices.

1. We suggest that the failure to provide equal promotional opportunities be included as an unfair labor practice by employers.
2. Unfair practices by labor unions: No change.
3. Unfair advertisements, etc.: No change.
4. Protection for persons who file complaints, etc.: No change.
5. Aiding and abetting unfair labor practices.

We suggest the addition of the following:

6. "For the purposes of this article, segregation in employment or in labor organizations shall be deemed to be discrimination."

Section 132: Procedure: In place of the cumbersome and novel procedure outlined by the commission's proposal, we suggest the following language taken from Section 706 of the SLRA: Prevention of unfair labor practices.

1. The commission is empowered and directed, as hereinafter provided, to prevent any employer from engaging in any unfair employment practice.
2. Whenever a charge has been made that any employer has engaged in or is engaging in any unfair employment practice, the commission shall have power to issue and cause to be served upon such employer a complaint stating the charges in that respect and containing a notice of hearing before the commission at a place therein fixed, to be held not less than seven days after the serving of said complaint. Any such complaint may be amended by the commission or its agent conducting the hearing at any time prior to the issuance of an order based thereon. The person so complained of shall have the right to file an answer to the original or amended complaint not less than five days after the service of such original or amended complaint and to appear in person or otherwise to give testimony at the place and time set in the complaint. In the discretion of a member or agent conducting the hearing, or of the commission, any other person may be allowed to intervene in the said proceeding and to present testimony. In any such proceeding the commission or its agent shall not be bound by technical rules of evidence prevailing in the courts of law or equity.
3. The testimony taken at the hearing shall be reduced to writing and filed with the commission. Thereafter, in its discretion, the commission upon notice may take further testimony or hear argument. If upon all the testimony taken the commission shall determine that the respondent has engaged in or is engaging in any unfair employment practice, the commission shall state its findings of fact and shall issue and cause to be served on such respondent an order requiring such respondent to cease and desist from such unfair employment practice, and to take such further affirmative or other action as will effectuate the policies of this article, including, but not limited to the hiring, reinstatement or promotion of such employees, with or without back pay. Such order may further require such person to make reports from time to time showing the extent to which the order has been complied with. If upon all the testimony the commission shall be of the opinion that the person or persons named in the complaint have not engaged in or are not engaging in any such unfair employment practice, then the commission shall make its findings of fact and shall issue an order dismissing the complaint.
4. Until a transcript of the record in a case shall have been filed in a court, as hereinafter provided, the commission may at any time, upon reasonable notice and in such manner as it shall deem proper, modify or set aside, in whole or in part, any finding or order made or issued by it.
5. The commission shall consider all complaints or petitions filed with it and conduct all proceedings under this article with all possible expedition.

Section 133: Judicial review: We suggest that the adoption of the provisions in the SLRA, Section 707, for judicial review. For the sake of brevity, we do not set forth these provisions in full. It is important to know however that the SLRA provides that "The findings of the commission as to the facts shall be conclusive if supported by evidence."

Section 134: Penal provision: No change.

Section 136: Separability: No change.

xcF 80

PARTIAL LIST OF ORGANIZATIONS ON RECORD IN CONGRESS AS URGING EARLY AND FAVORABLE ACTION ON THE PERMANENT FEPC BILL

(Senate: S. 2048; House: H. R. 3986-4004-4005)

National Organizations

Alpha Kappa Alpha Sorority
American Civil Liberties Union
American Friends Service Committee
American Jewish Committee
American Jewish Congress
American Unitarian Association
American Unitarian Youth
B'nai B'rith
Catholic Interracial Council
Common Council for American Unity
Congregational Christian Churches (Council for Social Action)
Congress of Industrial Organizations
Delta Sigma Theta Sorority
Federal Council of Churches of Christ in America
Fraternal Council of Negro Churches in America
International Ladies Garment Workers Union of America (AFL)
International Brotherhood of Sleeping Car Porters (AFL)
Jewish Labor Committee
Jewish War Veterans of the United States
League of United Latin American Citizens
March on Washington
Methodist Church, General Conference
National Association for the Advancement of Colored People
National CIO Committee to Abolish Racial Discrimination
National Conference of Christians and Jews
National Community Relations Advisory Council
National Council of Jewish Women
National Council of Negro Women
National Council of Student Christian Associations
National Council for a Permanent FEPC
National Farmers Union
National Federation for Constitutional Liberties
National League of Women Shoppers
National Urban League
National Women's Trade Union League of America
Postwar World Council
Presbyterian General Assembly
Union of American Hebrew Congregations
United Council of Church Women
Union for Democratic Action
Women's Division of Christian Service, Methodist Church
Women's Division of the American Jewish Congress
Women's International League for Peace and Freedom
Workers Defense League
Young Women's Christian Association, National Board
Young Men's Christian Association, National Board

Community Organizations

Bay Area Council Against Discrimination, San Francisco
Chicago Council Against Racial & Religious Discrimination
Chicago Mayor's Committee on Race Relations
Citizens Committee for Interracial Action, Salt Lake City
City-Wide Citizens' Committee on Harlem
Columbus Metropolitan Fair Employment Practice Committee
Coordinating Council for Latin American Youth, Los Angeles
Detroit Metropolitan Council on Fair Employment Practice
Committee of One Hundred, San Antonio
Interracial Commission of St. Louis
Massachusetts Citizens Committee for Racial Unity
New York Metropolitan Council on Fair Employment Practice
Philadelphia Metropolitan Council for Equal Job Opportunity
Southwestern Connecticut Committee to Promote Fair Employment Practice
Spanish American Citizens Association, Denver
The Frontiers Club of Dayton
Vallejo (Calif.) Committee on Interracial Affairs
Washington (D. C.) Committee on Race Relations

ASA PHILIP RANDOLPH

SUBJECT FILE

FAIR EMPLOYMENT PRACTICE
COMMITTEE
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PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

For Immediate Release
December 17, 1941

N-57

The President's Committee on Fair Employment Practice today opened a branch office in Chicago to begin preparations for a public hearing on January 19 and 20 on the employment practices of defense industries and government agencies in Chicago and the tri-state area of Illinois, Indiana and Wisconsin.

The Chicago offices are located at Room 1428, Civic Opera Building, 20 North Wacker Drive. The preliminary studies and the hearing are part of the government's program to eliminate discrimination against qualified and needed workers because of their "race, creed, color, or national origin," in keeping with an executive order issued by President Roosevelt on June 25, 1941.

In that Order the President declared that "the democratic way of life within the Nation can be defended successfully only with the help and support of all groups within its borders," and he called on employers and labor unions "to provide for the full and equitable participation of all workers in defense industries."

The President also created the Committee on Fair Employment Practice and named Mark Ethridge, Louisville publisher, as chairman. Other members of the Committee: William Green, President of the American Federation of Labor, Washington, D. C.; Milton P. Webster, International Vice-President of the Brotherhood of Sleeping Car Porters, Chicago, Illinois; David Sarnoff, President, Radio Corporation of America, New York City; Earl B. Dickerson, Chicago Alderman; and Philip Murray, President, Congress of Industrial Organizations.

The preparations for the hearing are being made by representatives of the Committee, of the Negro Employment and Training Branch of OPM, and the Minorities Groups Branch, OPM. The President's executive order directed the Committee:

1. To "receive and investigate complaints of discrimination because of race, creed, color or national origin" in violation of the executive order.

2. To take "appropriate steps to redress grievances which it finds to be valid."

3. To "recommend to the several departments and agencies of the Government of the United States and to the President all measures which may be deemed by it necessary or proper" to carry out the provisions of the order.

21970

L-43

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

Immediate Release
January 31, 1942

Mark F. Ethridge, chairman of the President's Committee on Fair Employment Practice, today announced the appointment of John Beecher, Birmingham, Ala., as a field representative of the committee.

A former editorial writer, and government worker, Beecher knows the problems of both Negroes and whites in the South. He will work with the committee in correcting the grievances of minority group workers discriminated against in defense industries and government because of their race, creed, color or national origin, in keeping with national policy expressed in an executive order of last June.

Beecher is a great-grand-nephew of Harriet Beecher Stowe and Henry Ward Beecher, the noted abolitionists. He is a graduate of the University of Alabama, and until recently was an editorial writer on the Birmingham Age-Herald and the Birmingham News.

Previously, he served as supervisory of migratory labor camps for the Farm Security Administration in Florida and set up the first migratory camp for Negroes in the country. He was also regional labor relations advisor of the Resettlement Administration with headquarters in Montgomery, and district relief administrator in Wilmington, N. C.

Besides the University of Alabama, Beecher has studied at Harvard University and the University of Wisconsin where he earned his master's degree. He taught at Wisconsin's experimental college under Dr. Alexander Meikeljohn, and at Dartmouth.

29734

Advance Release: For WEDNESDAY MORNING Papers, March 25, 1942

✓ PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

PM 2747

As a result of numerous complaints of widespread discrimination against Negroes Jews, Catholics and other minority groups in defense training, the President's Committee on Fair Employment Practice is now investigating the present policies and practices in training persons for work in war industries, Dr. Malcolm S. MacLean, chairman of the committee, announced today.

As part of this investigation, the committee has called upon Dr. John W. Studebaker, U. S. Commissioner of Education, to be present at its April 13 meeting in Washington, to throw further light on the defense training programsand to answer specific complaints which have been made against Federally-supported training projects. Dr. Studebaker was asked to bring with him "such other officers of the Office of Education as are directly concerned with defense training programs."

"There are two matters of importance to review at this meeting," Dr. MacLean wrote to Dr. Studebaker. "The first is the complaint of discrimination in violation of the President's Executive Order 8802 in defense training under your jurisdiction, and the second is to inquire from you and your officers as to the employment in the Office of Education, itself, in compliance with the President's Memorandum of September 3, 1941, to heads of all departments,...requesting that you make a thorough examination of your personnel, policies, and practices to the end that you might be able to assure him that in the Federal service the doors of employment are open to all loyal and qualified workers regardless of creed, race, or national origin."

In respect to employment in the Office of Education, Dr. MacLean asked Dr. Studebaker for "both a statement to the committee of your policy of employing staff and workers who are Negroes or Jews or Catholics or of foreign birth, and an estimate by your personnel officer of the numerical proportions of these in the service of the U. S. Office of Education."

Dr. Studebaker will be heard in an executive session of the committee.

Dr. MacLean said, "the matter of discrimination in war industry training programs is acute, judging from the complaints which have poured into our office. While these complaints come particularly from Negroes and Jews and from those sections where state and local laws require separation of races in school programs, there is a good deal of evidence that the violation of the Executive Order is widespread.

"Preliminary investigation by members of the Committee staff indicate that especially in the southeastern area available and qualified persons are being denied training opportunities supported by Federal funds solely because of their race or color and in spite of the growing scarcity of skilled workers to fill jobs in existing plants, as well as plants under construction," Dr. MacLean further stated.

March

Fepc

32916 WPB-874

ADVANCE RELEASE: For Monday Morning Papers, April 13, 1942

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

Ten concerns having millions of dollars in war contracts were told to cease discriminating against available workers becasse of their race or religion, in "Findings and Directions" which they received this morning from the President's Committee on Fair Employment Practice.

The concerns are in the Chicago and Milwaukee areas, and the findings and directions are based on two days of public hearings held January 19-20 in Chicago. Since January the Committee, of which Dr. Malcolm S. MacLean, president of Hampton Institute, is Chairman, had studied the record before taking the action announced today.

The companies involved in the Chicago area are: the Stewart-Warner Corporation, the Buick Aviation plant at Melrose, Ill., a unit of General Motors Corporation; the Bearse Manufacturing Company, Simpson Manufacturing Company and the Studebaker branch factory. Those in the Milwaukee area are: the Nordberg Manufacturing Company, A. O. Smith Corporation, Heil Company, Allis-Chalmers Corporation and the Harnischfeger Corporation.

One company, Majestic Radio Corporation of Chicago, was commended for its prompt action in correcting discriminatory practice in its hiring. According to testimony by H. A. Gates, Majestic president, he discharged two of his supervisory employees after he had checked and found the charges of discrimination made by the Committee to be valid. Mr. Gates took this action even before he appeared on the witness stand at the Chicago hearings.

The complaints filed against the several companies included allegations that they had refused to employ either Negroes or Jews, or both; that they had given restrictive orders to either public or private employment agencies, asking for only white or only Gentile workers; that they had advertised in newspapers for help and specified "Gentile" or "Protestant" or "white", or that they had refused to give workers of certain races and creeds opportunity for promotion in keeping with their qualifications.

The companies for the most part denied that they were discriminating, but in each case the Committee found that the evidence supported the charges of discrimination.

"The findings and directions will give the Committee a continuing jurisdiction over the employment practices of these industries, which hold contracts for war implements and material, as each concern has been asked to file reports with the Committee, showing the extent to which steps have been taken to bring the Company's employment policies and practices into line with the national policy," Dr. MacLean explained.

The findings and directions, with modifications for the specific case of each company, read as follows:

"The Committee directs that the proper policy-making officials of the corporation give written instruction to each of their employees in charge of employment to comply fully with the provisions of Executive Order 8802 and furnish the Committee with copies of such instructions.

"The Committee directs the company to file with the Committee a monthly report setting forth the number and classification of new workers employed by the company, the number of Negroes included in this number and the classification of work for which the Negro workers are employed.

"The Committee directs the company to revoke all discriminatory orders submitted to employment agencies and desist from submitting any further discriminatory specifications to any employment agency.

"The Committee further directs that the plant give written notice to all employment agencies to which they submit orders, including the office of the United States Employment Service, advising that the plant will accept applicants for all classifications of employment without regard to race, color, creed or national origin, copies of such notices to be transmitted to the Committee."

39066 FEPC

ADVANCE RELEASE

WPB-1202

ADVANCE RELEASE: For WEDNESDAY MORNING Papers, May 27, 1942

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

California oil operators are not discriminating against Negro workers, and have not discriminated in the past, 36 of them have stated in letters reaching the President's Committee on Fair Employment Practice. The letters were written to Governor Culbert L. Olson, who inquired into the employment practices of the oil industry in his State.

Five of the operators declared that no Negroes had ever applied to them for jobs; a few said their firms were very small and had not employed any new workers in several years; some stated that "we have never had any occasion to employ Negroes," but all of them maintained that they do not turn down Negro job-seekers solely because of their color.

The five companies that stated that no Negroes had ever applied to them for jobs are the Hallmark Oil Company, San Diego; Willmax Oil Company, Bakersfield; Republic Petroleum Company, Los Angeles; Belridge Oil Company, Los Angeles, and the Anchor Oil Company, Maricopa. These operators declared or implied that if Negroes or other minority group workers should apply, they would be given consideration on their individual merit, and not discriminated against.

One concern, Snooks and Wells, Inc., Maricopa, took a position with which the Committee on Fair Employment Practice "cannot go along," Lawrence W. Cramer, executive secretary, informed the Governor. J. B. Wells, secretary of this oil company asserted:

"We are very positively of the opinion that any bar to the employment of Negroes, or other colored persons, is the past and present attitude of the oil industry employees. For many years it has been well known to us that in this area and in most others in the United States, except, possibly, in the deep South, the attitude of the oil workers has been that the drilling and producing of oil wells is a 'white man's job and is going to stay that way.' We believe that it is obvious that we could not afford, if the occasion should ever arise, to employ a Negro, or any other colored man, and have our entire force quit on that account...."

In his letter to Governor Olson, Mr. Cramer replied:

"Experience has shown that the entire force does not quit on that account and never has. Individual employees who may quit cannot thus hope to avoid working with Negroes, unless they are ready to retire, because all war contractors are required to conform with the national policy of non-discrimination."

Mr. Cramer thanked the Governor for his "readiness to use your influential office to inquire into these employment practices," and referred to his cooperation with the Committee as "worthy of the highest commendation."

The Governor sent out his inquiries after being informed of a complaint received by the Committee charging that Sterling B. Epps, a Negro of 2911 East Second Street, Los Angeles, could not accept a job as a foreman plumber in Taft, Calif., for which he had been certified by the Civil Service Commission, because no Negroes are permitted to live in the town.

The General Petroleum Corporation, Los Angeles, pointed out that it has framed in its employment office a quotation from Executive Order 8802, re-affirming "the policy of the United States that there shall be no discrimination in the employment of workers in defense industries or Government because of race, creed, color or national origin."

"It has never been the policy of the company to discriminate against any employee by reason of race, color, creed, labor affiliation or political belief," wrote L. L. Anhert, president, Barkline Oil Company, Los Angeles. "Nor does this company require as a condition of employment that the prospective employee be of any particular race, color, creed, labor affiliation or political belief. This practice might well be followed by others in this State, including governmental agencies."

After stating that the Lilly Oil Company, Bakersfield, has "employed Negroes occasionally," Frank Goldman, the company's employment agent, turned to the matter of race discrimination in Taft. He wrote:

"From my observation it seems that probably the laborers themselves, or their unions or organizations are the ones that do not desire Negroes in that community. In a recent conversation in a restaurant in Taft, I found out that they would not serve a Negro food there. We are of the belief that all good citizens of our country should be treated equally by other citizens; and the existence of racial, political, union, religious or open shop discrimination will disrupt the unity of our country."

The other companies that asserted that their employment policy does not make for discrimination against Negroes or other minority groups include: the North American Oil Consolidated, San Francisco; Murvale Oil Company, Los Angeles; E. & M. Oil Company, Los Angeles; H. M. Whittier Company, Ltd., Los Angeles; Midway Peerless Oil Campany, Los Angeles; Patterson-Ballagh Lease, Maricopa; Loscal Petroleum Company, Los Angeles; National Oil Company, Los Angeles; W. T. & M. Company (Carbo Petroleum Company), Bakersfield; Formax Oil Company Los Angeles; St. Lawrence Oil Company, San Francisco; Pliocene Oil Company, Los Angeles; East Puente Oil Company, Bakersfield; J. W. Jameson Corporation, Los Angeles; Mascot Oil Company, Los Angeles; Alford Oil Company, Long Beach; Crescent Petroleum Company, Bakersfield; Union Oil Company, Los Angeles; and the Tide Water Associated Oil Company, San Francisco.

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FEPC

X-0843

THE PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

PM-3766

For Immediate Release
Monday, July 13, 1942

Requests by the Carl L. Norden Company of New York City and the Titeflex Metal Hose Company of Newark, N. J. for a review of findings made against them by the President's Committee on Fair Employment Practice have been granted by the Committee, Lawrence W. Cramer, executive secretary, announced today.

The companies, both of which manufacture war products, had been cited for discrimination against Negroes and Jews in violation of Executive Order 8802, by the President's Committee after its New York hearings last February.

The Norden Company and the Titeflex Company will be given opportunity to argue on the record of testimony before the Committee in its Washington office on July 21.

At the same meeting, the case of the Schatz Manufacturing Company of Poughkeepsie, N. Y. will be heard. This company has been called to answer charges of discrimination against Negroes in employment.

At its July 6 meeting the President's Committee refused the request of the Reynolds Metal Company of Richmond, Va., that it be permitted to retain the disclosure of religion and color on its job application forms. The Committee has an established policy calling for the elimination of this item on pre-employment forms which, it feels, is a necessary means for reducing discrimination based on religion or color.

The Committee modified its direction in the case of the Fairchild Aviation Corporation of Jamaica, New York. The company was excused from making a monthly report on the number and classification of new workers by race and religion. The company had been cited for discrimination against both Negroes and Jews.

PRESS RELEASE

NATIONAL COUNCIL TO MAKE FEPC PERMANENT
1410 H Street, N. W.
Washington, D. C.

TO: THE EDITORS
FROM: A. PHILIP RANDOLPH

ALL NEGROES MUST FIGHT TO SAVE FEPC

New York, N. Y., March 13, 1944

My dear Editor:

If ever there was a time when Negroes need unity and the courage and will to fight, it is now, to beat back the rising, dangerous tide of southernocracy against FEPC and all that represents justice, freedom and democracy for the Negro in America and throughout the world.

If Negroes do not unite and fight the southern bloc, lead by Senators Rankin, Russell and Howard W. Smith of Virginia, they will not save FEPC, and if we fail to save FEPC and make it a permanent government agency, God help us.

The unity of the Negro people can beat back the southern bloc and save FEPC, which has done a tremendous job in securing employment opportunities for Negroes in war industries and the government. But the post-war days will be tragic and disastrous, indeed, unless there is some government agency with authority and power, to which Negroes and other minority groups may refer their labor complaints.

I want to request and urge you to make "Save FEPC and Make It A Permanent Government Agency In The Post-War World," your special project and write a series of editorials and articles on it so as to make the Negro people FEPC conscious.

Let us attack the investigation of FEPC by the Howard W. Smith Committee. Let us attack the Resolution of Senator Russell which is aimed to destroy FEPC.

Let us take the offensive for FEPC. The very fact that these southern Negro hating politicians are attacking FEPC should be sufficient reason why every Negro should wage an all-out war to save FEPC.

I know you will do your bit, and I want to express, on behalf of the National Council For A Permanent FEPC our very great thanks and appreciation for your interest and fine spirit of cooperation.

Sincerely yours,

A. Philip Randolph
Co-Chairman

National [illegible]
1410 [illegible] D. C.
Executive [illegible]

For Immediate Release
June 1, [illegible]

House hearings on the Scanlon-Dawson-LaFollette bills for a permanent FEPC opened this morning before the Labor Committee chaired by Congresswoman Mary T. Norton of New Jersey. Sponsors of the proposed legislation as well as a representative of the War Department presented testimony in favor of the legislation. High interest in the bill was indicated by spectators who packed the Committee Room.

In a statement signed by the Secretary of War and filed by his representative, W. A. Hughes, Director of the Industrial Personnel Division, Army Service Forces, Secretary Henry L. Stimson said, "The War Department is in accord with the general purpose of prohibiting discriminatory employment practices." He suggested two minor changes in the bill in which the War Department has direct interest, and suggested that for social effects of the legislation the Committee call upon other Administrative Offices of the Government more directly concerned.

Congressman Scanlon (D. Pa.) at the request of the Committee Chairwoman, presented a statement (copy attached) of the need and purpose of his proposed bill. "This is the time," he said, "for the Congress of the United States to say to the people of America that their government guarantees their right to jobs, regardless of their color, race, or their form of divine worship...Unless and until we guarantee by law that a man's ability is his only restriction, just so long will everyone hold extreme reservations about our real democracy...This is the situation my bill is designed to change."

The bill, also sponsored by Representatives Dawson (D. Ill.) and LaFollette (R. Ind.) would make the President's Fair Employment Practice Committee a permanent, statutory agency of government, empowered to enforce non-discriminatory clauses in government contracts and in interstate commerce.

In a moving speech to the Committee pleading for favorable action on the proposed legislation, Congressman Dawson, only Negro member of Congress, declared, "We have got to assure to all people that they will have the opportunity to work along with all other peoples of this nation of ours...the right to work is synonomous with the right to live...the right to have a family...the right of a man to educate his children..."

Dawson related how, at the height of the war effort, Negro job seekers were turned away from war firms desperately seeking for manpower solely because of "the color of their skin." He questioned our ability to maintain friendly relations with South and Central America, where there is no discrimination on the basis of color, when "we continue within our own country some of the habits and customs which we have been indulging in the past."

The President's Committee, he added, has done much toward abolishing discrimination in war employment, despite its lack of authority to enforce its orders. However, he declared we must look forward to the time of peace because "it will be an empty promise to deny to our returning soldiers the Four Freedoms that we claim for other countries."

WITNESSES SCHEDULED TO APPEAR BEFORE THE COMMITTEE TOMORROW (FRIDAY JUNE 2) at 10:30 AM. ARE [illegible] AND MR. ERNESTO GALARZA, CHIEF OF THE LABOR SECTION OF THE [illegible]

National Council for a Permanent FEPC
1410 H St., N. W., Washington D. C.
Executive 6884

For immediate release
June 2, 1944

Testifying before the House Labor Committee this morning in behalf of the Scanlon-Dawson-LaFollette bills to establish a Fair Employment Practice Commission, Ernesto Galarza, chief of the labor division of the Pan-American Union, reported that the Mexican Chamber of Deputies had set up a special committee to study discrimination against Mexicans in the United States.

"This subject is the most sensitive test of good neighborly relations between Mexico and the United States" Calarza declared. About 2,500,000 white people of Mexican and Hispanic origin live in the United States and suffer from job discrimination which "Axis agents are constantly stressing...as a means of stirring up ill feeling on the part of the peoples of Latin-America towards the United States.

Danger in the postwar period of "strife that would result from discharging workers in wholesale lots for no better reason than that they are black, brown, Catholic or Jewish," was pointed out this morning by James B. Carey, secretary-treasurer of the Congress of Industrial Organizations.

Mr. Carey told Mrs. Norton and the members of the House Labor Committee that a permanent Fair Employment Practice Commission "can insure in the postwar period of job transfers that minority workers get the same treatment as any other workers; that a man's seniority and ability are the yardstick of whether he holds a job or gets another."

"The CIO has proved," Mr. Carey declared, "that the democratic process at work in the labor movement makes no distinction of race, religion, color or nationality. The CIO felt when it originally demanded the present Fair Employment Practice Committee, that America could not afford to fail to utilize all the skills and strength of every American workman to shorten a bloody and destructive war. We contend that if America refuses to rid herself completely of the blind prejudices that deny people who are 'different' a fair deal, we undermine the strength of our country...The enlightened labor movement considers this a workers' problem, instead of a minority problem."

An audience including Union, Catholic, Negro, Mexican, Jewish and Protestant leaders from many states attended the hearing, which adjourned till 10:30 Tuesday morning, when the War Production Board, the War Manpower Commission and Representative Charles M. LaFollette (R. Ind) are expected to testify.

William Green, Philip Murray, Bishop Francis J. Haas, Carl Murphy, R.J. Thomas, Dr. Mordecai W.Johnson, Rabbi James Waterman Wise, and many other noted Americans are among the 500 members of the National Committee of the National Council for a Permanent FEPC, 1410 H Street, N. W., Washington, D. C., which is sponsoring the Dawson-Scanlon-LaFollette bills. Rev. Allan Knight Chalmers and A.Philip Randolph are co-chairmen. Mrs. Anna Arnold Hedgeman is Executive Secretary. Senators Wagner and Capper are honorary chairmen.

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NC/FEPC

FOR IMMEDIATE RELEASE
August 29, 1944

NATIONAL COUNCIL FOR A PERMANENT FEPC
1410 H St., N. W., Wash. 5, D. C.
Executive 6884

Senate hearings on a bill to make Fair Employment Practice Committee permanent will open tomorrow with the appearance of national religious leaders, to be followed on succeeding days by representatives of national women's organizations and community groups working in the various "tension areas" throughout the country.

The hearings will begin at 10:30 A.M., Wednesday August 30, in Room 357, Senate Office Building, before a subcommittee of the Senate Committee on Education and Labor chaired by Senator Dennis Chavez of New Mexico.

Scheduled for Wednesday morning, August 30, are:

Bishop Bromley Oxnam, representing the
Federal Council of Churches of Christ in America

Clarence Pickett, General Secretary
American Friends Service Committee

Rabbi J. X. Cohen, Chairman
Commission on Economic Problems
American Jewish Congress

Rev. Francis N. McPeek, Chairman
Legislative Committee, Council of Social Action
Congregational Christian Churches

The bill under consideration S 2048, is a companion bill to the Scanlon-Dawson-LaFollette bill on which 10 days of hearings have already been held before the House Labor Committee.

See Witnesses for following days on attached sheets.

FOR IMMEDIATE RELEASE
August 29, 1944

NATIONAL COUNCIL FOR A PERMANENT FEPC
1410 H St., N. W., Wash, D. C.
Executive 6884

Schedule of witnesses for Thursday, August 31, Room 357, Senate Office Building.

Second day of hearings on Bill to make FEPC permanent before Subcommittee of Senate Committee on Education and Labor, chaired by Senater Dennis Chavez.

Dr. William H. Jernagin, Chairman, Executive Board
Fraternal Council of Negro Churches
Washington, D. C.

Rt. Rev. John W. Ryan, D. D.
Nat'l Catholic Welfare Conference
Washington, D. C.

Mrs. Myrta P. Ross, Exec. Sec'y
The United Council of Church Women
Washington, D. C.

Mrs. I. Lee Levy, Washington Rep.
National Council of Jewish Women
Washington, D. C.

Miss. Charlotte May, Washington Rep.
Nat'l Ass'n of Colored Graduate Nurses
Washington, D. C.

Dr. Emily Hickman, General Secretary
Y. W. C. A.
New York, N. Y.

Miss Millie Brandt, Exec. Sec'y
Women's Auxiliaries
American Jewish Congress

Mr. Arnold Aronson, Pres.
Chicago Council against Racial & Religious Discrimination
Chicago, Ill.

See Witnesses for September 6, on following sheet.

FOR IMMEDIATE RELEASE
August 29, 1944

NATIONAL COUNCIL FOR A PERMANENT FEPC
1410 H St., N. W., Wash, D. C.
Executive 6884

Schedule of witnesses for Wednesday, September 6, Room 357, Senate Office Building.

Third day of hearings on Bill to make FEPC permanent before Subcommittee of Senate Committee on Education and Labor, chaired by Senator Dennis Chavez.

Mr. Robert Parker
  Metropolitan Council for Equal Job Opportunity
  Philadelphia, Pa.

Dr. J. M. Sheldon
  New York Metropolitan Council for FEPC
  New York, N. Y.

Clarence W. Anderson, Exec. Sec'y
  Metropolitan Detroit Council on Fair Employment Practice
  Detroit, Mich.

Mrs. Mary McLeod Bethune
  Nat'l Council of Negro Women
  Washington, D. C.

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NC-FEPC

FLASH

Vol. 1. No. 3
September 20, 1944

1410 H St., N. W.
Washington, 5, D. C.

Mr. A. Philip Randolph and Dr. Allan Knight Chalmers, Co-Chairmen of the National Council for a Permanent Fair Employment Practice Committee issued the following statement today:

"The Senate Committee's approval of the Permanent FEPC Bill is a great victory and a challenge to minority-group Americans. It is a victory in that it constitutes the first congressional recognition that discrimination in employment on grounds of race, color or creed should be the concern of government in the reconversion and postwar period.

"We are now that much nearer towards enactment of the bill in the Senate, because of the courageous leadership shown by Senator Dennie Chavez (D., New Mex.), chairman of the subcommittee; Senator George D. Aiken (R. Vt.) subcommittee member, and Senator Elbert D. Thomas (D. Utah), chairman of the full Senate Committee on Education and Labor.

"The challenge lies in our knowledge that similar action by the House Labor Committee is also possible of attainment. Any further delay in the House might well be interpreted as political evasion. We hope the House Committee will follow the example of the Senate pilots of the bill and report its version before election."

WHAT HAPPENS NEXT?

The bill is placed on the Senate calendar and comes to the floor of t the Senate when the Senate is in session.

OUR SUPPORTERS SHOULD:

1. Write Senator Dennis Chavez; Senator George D. Aiken and Senator Elbert D.

Thomas congratulating them on the statesmanship they have shown in piloting this bill thru the Education and Labor Committee.

2. Ask organizations to which you belong to do the same. Appreciation means a great deal to all of us, and our congressional leaders are no exception.

3. Write and ask organizations to write your own Senators urging them to work for early and favorable action on the Senate floor.

WE WANT YOU TO KNOW

The House Labor Committee voted to postpone final action on the House Bill until after election. We here are doing all in our power to reverse this action and persuade this committee to vote the bill out of committee at once.

SO FAR AS WE HAVE BEEN ABLE TO DETERMINE

Up to now the Democratic Party has apparently been unwilling to allow the permanent FEPC bill to get to the floor of either the House or Senate before election.

Up to now the Republican Party, despite its platform plank calling for a permanent FEPC, has not urged action from the Administration.

But - if time permits and Congress does not take a long recess before election, we may still be able to force final action on the bill before November 7.

At the very least, however, we will by our pressure have gained so much headway and impetus that action immediately after election may be possible.

GET YOUR REPRESENTATIVES AND SENATORS COMMITTED

VOTERS -- individually and in delegations representing organizations should lose no time in contacting their Senators and Representatives. Every member of the House of Representatives is running for re-election. One-third of the Senators are running for re-election. Get your Senators and Representatives to agree, in writing where possible, to support our FEPC Bill. From candidates for either House or Senate seats get promises, before election, while they are campaigning for votes.

SEND US WORD

As quickly as you get the answers from your Senators and Representatives let us know - whether the answer is favorable or unfavorable, or whether you get no answer at all. Remember, most of the members of Congress are at home now and we cannot reach them directly. Besides, word from their voters carries special meaning today.

* * * * * * * *

REMEMBER - we in Washington cannot be completely effective unless you do these things. Members of Congress are most responsive to people from their own districts.

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NC-FEPC

PRESS RELEASE

An International Union
BROTHERHOOD OF SLEEPING CAR PORTERS
217 West 125th Street, Rm. 301
New York 27, New York

New York, New York, December 21, 1944

Following an address by A. Philip Randolph, Co-Chairman of the National Council for a Permanent Fair Employment Practice Committee, at North Carolina College for Negroes, in Durham, North Carolina, Friday, December 15th, on the subject of "Minorities in the World Today", the students held a meeting and went on record to initiate a campaign to raise $500 to help the fight for the enactment of the Dawson-LaFollette Bill in the House of Representatives and the Wagner-Capper Bill in the Senate, for a Permanent FEPC.

The following students are leading the campaign in the interest of FEPC: Cliff Jenkins, Woods Morgan, Thelma MacDaniels and Hortense Creuzot, and young Shephard.

The National Council for a Permanent FEPC wishes to commend these students for their vision and fine interest and cooperation in this vital and important struggle, and also to call upon the college campuses throughout the nation to follow this splendid example and sponsor financial drives to raise funds for this fight.

March on Washington Movement
Hotel Theresa Building
2084 Seventh Avenue
New York, N. Y.

January 20, 1945

FOR IMMEDIATE RELEASE

BAN ON FEPC STAMP REMOVED

The United States Post Office, through its Third Assistant Postmaster General Ramsey S. Black, handed down a decision on January 11th reversing a former regulation of November 27th which had permitted the holding up of mail bearing stickers urging a permanent F.E.P.C. The reversal of this regulation was taken at the instigation of a small delegation which called upon Mr. Black, presenting an arry of facts to contest the adverse decision. After discussion with the group and a review of the matter, Mr. Black sent a request to the Postmaster of New Orleans advising that he accept for mailing all matter bearing the F.E.P.C. sticker, provided such stickers were properly applied, and to release all mails presently being held. Thus, through prompt and effective action, a favorable decision was secured by the March on Washington Movement, which has its headquarters at 2084 Seventh Ave., New York, permitting the use of these stickers issued by them.

Mr. B. F. McLaurin, National Secretary of the March on Washington Movement, in outlining briefly the background of this controversy, pointed out that there seemed to be no legal justification for the original regulation banning the use of stickers which had been acted upon by the New Orleans Post Office. It appeared, rather, that the widespread use of those stickers urging a permanent F.E.P.C. had aroused disturbance in some citizens of New Orleans, who in turn inspired the Postmaster there to make inquiry as to the feasability of banning the sticker. This inquiry was made, and on the basis of the words "March on Washington" contained on the sticker being considered controversial, Mr. Black issued a regulation, which was not an official order, saying that this action might be taken.

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Due to the fact that a number of business concerns had purchased large blocks of F.E.P.C. stickers, and hundreds of thousands had already been distributed, an immediate protest was made and adjustment sought. After some correspondence with Mr. Black, and the consultation in Washington, D.C., Mr. Black issued a request to the New Orleans Post Office remanding the regulation banning the use of the sticker, and ordering immediate release of all mails held.

The American Civil Liberties Union, which pledged its support in helping to lift the ban, issued an opinion stating that it knew of no postal order which could prohibit controversial matter from going through the mails. Also cooperating in the effort to lift the ban were the National Association for the Advancement of Colored People and the Int'l Brother of Sleeping Car Porters, AFL.

The sticker, bearing on its face the portrait of a Negro fireman, was marked

"Make F.E.P.C. Permanent
For Jobs & Justice
March on Washington Movement"

The words "March on Washington" had been the basis for considering the sticker of a controversial nature.

It was effectively demonstrated to Mr. Black that there was no legal precedent for the action taken in New Orleans; that there were no plans for a physical "march" on Washington and that hundreds of thousands of these stickers had been sent through the mails all over the United States without any other area assuming the stand taken by the New Orleans Post Office. It was in the light of these and other considerations, as well as what Mr. Black termed "my appreciation for the cooperative attitude shown by you and your associates in the consideration of this matter" in his letter to Mr. McLaurin, that the regulation was rescinded.

The lifting of this ban demonstrates the result of quick and effective action taken by a group militant in its watchfulness of civil liberties and rights of Negroes, seeking progressive measures which would protect those rights. The March on Washington Movement

More

which has as its slogan "Winning Democracy for the Negro is winning the war for democracy" has groups throughout the country serving to spearhead progressive action in local communities. The New Orleans Committee for a Permanent F.E.P.C. had been set up by Mr. A. Philip Randolph, President of the March on Washington Movement, and of the Int'l Brotherhood of Sleeping Car Porters, while attending the convention of the American Federation of Labor in that city several weeks ago.

The primary objectives of the March on Washington Movement, to which all of its members are dedicated, are the removal of segregation and discrimination in the Armed Forces, and the establishment of a permanent Committee on Fair Employment Practice.

This decision, to permit free use of stickers advocating a permanent F.E.P.C., was considered one of the victories along the way towards solving the many other problems arising out of the practice of discrimination and segregation of a group of Americans.

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7/c –
FEPC

FOR RELEASE
February 5, 1945

National Council
for a Permanent FEPC
930 F Street, N W
Washington, D C
Executive 6884

"It is a misnomer to call the Commission proposed in Senator Taft's new bill a Permanent Fair Employment Practice Commission," the National Council for a Permanent FEPC declared today.

"This bill is a bill to create a Permanent Investigating Commission to determine whether ~~is~~ there is discrimination in this country. We submit this is a waste of taxpayers money.

"Only last September Senator Taft acknowledged that economic discrimination does exist when he concurred in the favorable report of his Senate Committee on Education and Labor on the bill to establish a Permanent FEPC with enforcement powers."

[illegible]

National Council for a
Permanent FEPC
930 F St. N. W.
Washington, D. C.
Ex. [illegible]

February 6, 1946

House Minority Leader Joseph W. Martin, Jr., and House Majority Leader John W. McCormack today told a delegation of representatives of 15 national civic, labor and religious organizations that they favored the early enactment of a Permanent FEPC with enforcement powers.

Mr. Martin told the group that, as far as he knew, Republicans in the House would support the bill scheduled to be reported by the House Labor Committee on February 13th.* This bill, which would establish a Permanent FEPC with authority to take violators to the courts, is sponsored in the House by a bi-partisan group of six Democrats and six Republicans.

Mr. McCormack told the group that he favored the bill with enforcement powers, that as an individual he would use his influence in the Rules Committee to secure an early rule for the bill, and that he felt certain a substantial majority of Democrats would vote for it when it reaches the floor.

In the delegation were:
Spokesman—Mr. Sidney Hollander - Council of Jewish Federations & Welfare Funds
Mrs. Leslie Falk - United Council of Church Women
Mrs. Louis Ottenberg - National Council of Jewish Women
Dr. William H. Jernagin - Fraternal Council of Negro Churches of America
Mrs. Helen Loeffler - League of Women Shoppers
Mr. Tilford Dudley - National CIO Legislative Committee
Miss Elizabeth Eastman - Common Council for American Unity
Mrs. Claire G. Sifton - Union for Democratic Action
Mrs. James W. Irwin - National Board, Y.W.C.A.
Mr. Leslie Perry - N.A.A.C.P.
Mrs. Marion Elliot - National Council of Negro Women
Miss Doak - Society of Friends Legislative Committee
Mrs. Thomasina W. Johnson - Alpha Kappa Alpha Non-Partisan Council
Miss Ida Fox - National Council for a Permanent FEPC
Miss Sidney Wilkinson - National Council for a Permanent FEPC

*Subsequently postponed to Feb. 14.

NC-FEPC
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February 2, 1945

Senator Robert A. Taft (R. of Ohio) told a delegation of civic, political, church and labor leaders from his State today that he is opposed to a Permanent FEPC with enforcement powers. He has drafted and plans to introduce a bill to establish a Permanent FEPC based on voluntary methods.

Expressing surprise and disappointment, the delegation said that they felt theyhad every reason to believe, in light of the Republican Party platform of last year, that they would have Senator Taft's support for a permanent FEPC with sufficient authority to be effective. They pointed out that Republicans in the House have obviously interpreted the Republican Party's platform pledge to mean support for the bill pending in the House and Senate at the time that pledge was written. Congressmen Vorys and Bender of Ohio and a number of Republicans from other States have become sponsors of the bipartisan bill in the House, companion bill to the Senate bill, S.101, sponsored in the Senate by Four Democrats and three Republicans.

The delegation indicated to Senator Taft that they considered it imperative that a Permanent FEPC have enforcement powers in order to cope with the present manpower shortage and postwar employment problems.

Senator Taft has agreed to confer further with representatives of the delegation at such time as is convenient for them to discuss further the differences between his present position and that of the delegation.

Spokesman of the delegation was Jesse Locker, Republican Councilman of the City of Cincinnati. In the delegation were groups from Cleveland, Dayton and Columbus, as well as Cincinnati.

List attached.

DAYTON INFORMATION

Mrs. Marian Smith Williams, Frontiers Club
570 South Broadway, Dayton, Ohio

Mr. Charles Francis, Natl. Assn. for the Advancement of Colored People
S. Summit Street, Dayton, Ohio

CLEVELAND [illegible]

William O. Walker, Editor
Cleveland Call-Post
[illegible] East [illegible] Street
Cleveland, Ohio

Lawrence O. Payne
[illegible] East [illegible] Street
Cleveland, Ohio

Harold Gassaway, Councilman
[illegible] East [illegible] Street
Cleveland, Ohio

COLUMBUS DELEGATION

Cecil Thomas
Ohio State University Y. M. C. A.
Columbus, Ohio

Mrs. C. F. Jenkins
2nd Baptist Church
Columbus, Ohio

CINCINNATI DELEGATION

Chairman: Jesse Locker, Councilman, City Hall, Cincinnati, Ohio

Joseph Fabian, Attorney, 615 West 9th Street, Cincinnati, Ohio

Rev. William H. Wright, Ministerial Alliance
Allen Temple A. M. E. Church
6th & Broadway, Cincinnati, Ohio

Rev. Frank Veal, Middle District, African M. E. Church
1226 Myrtle Avenue, Cincinnati, Ohio

Mrs. Hattie Jackson, Alpha Kappa Alpha Sorority, 616 Beecher St.
Cincinnati, Ohio

Mrs. Mayme Johnson, Alpha Kappa Alpha Sorority, 4026 Conway Ave.
Cincinnati, Ohio

Mrs. John Weld, Council of Churches, 1001 Chapel Street, Cincinnati, Ohio

Mr. Jerry Henry, CIO, 6180 Desmond, Cincinnati 27, Ohio

Mr. Theodore Berry, Natl. Assn. for the Advancement of Colored People
528 West 9th Street
Cincinnati 2, Ohio

Mrs. Ethel Smith, Delta Sigma Theta Sorority
2220 Burdette Avenue, Cincinnati, Ohio

Miss Elsie Austin, Progressive Citizens Committee & Delta Sigma Theta

Mr. Byron Rush, 4010 Hale Street, N. E., Washington, D. C.

Mr. Richard Bluestein, 1111 Keith Building, Cincinnati, Ohio

Mrs. Jerome Jelin, Progressive Citizens Committee
750 Dorton Avenue, Cincinnati 29, Ohio

Miss Clara Hough, President, Negro Women's Civic League
2401 Parker Street, Cincinnati, Ohio

Rev. C. Asbury Fowlks, 417 Lawrence Street, Baltimore 17, Maryland

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NATIONAL COUNCIL FOR A PERMANENT FEPC
930 F Street, N. W., Washington
Executive 6884

For Release: Monday AM
February 12, 1945

Enforcement powers are termed "essential" to the proposed Permanent FEPC in an editorial scheduled for publication February 17th in "America", Catholic Weekly Magazine. The editorial comments on the introduction last week by Senator Taft of a bill to create a Permanent FEPC without power to enforce cease and desist orders through the courts, as is proposed in the Permanent FEPC Bill previously introduced in the House and Senate by a bipartisan group of Republicans and Democrats.

The text of the editorial follows:

"No longer does there exist any serious doubt, in Congress or out of it, that the right to work without discrimination on the basis of race, creed, color, national origin or ancestry is a constitutional privilege and immunity which cannot be abridged by any State. No longer is there doubt that the attempt thus to discriminate foments domestic strife and that it is in accordance with national policy to forbid employers and labor unions engaged in interstate commerce or performing work under a contract or subcontract with a United States agency to engage in such discrimination.

"But since this much is clear and beyond the power of any reasonable dispute, it is likewise plain that any attempt to cope with this situation must take the form of a permanent agency backed up by a statute. As Representative Scanlon of Pennsylvania stated last June, introducing H.R.3986 for a permanent Fair Employment Practices Commission;

> "Without a statute carrying definite powers of investigation and enforcement, no agency can do much more than attempt informally to adjust ugly situations. . .Until the Congress passes such a statute, it is mockery to say that the problem of discrimination in employment is really being tackled.

"Both the premises and the conclusion were so plain to public opinion, that the promise of such a congressional commission was embodied in the platform of the Republican Party previous to the recent election.

"One of the members of the Senate Committee which reported favorably on this legislation was Senator Taft of Ohio, who according to all reports drafted the same Republican platform, and voted for the bill when it came before the Senate. Yet Senator Taft, in the present Congress, proposed a substitute bill which deprives the commission of those enforcement powers which are its essential requisite and reduces it to a mere informational and advisory agency. Imagine the surprise of the bill's proponents when Senator Taft appeared to inform a delegation which called on him on February

2 that he had never been in favor of the promised legislation and that he voted for the bill because he knew that no action would be taken on it at once. Pressed for an explanation of his position, the Senator objected that Negroes and other minorities would have to be hired on a quota basis. But when asked where such a provision was to be found in the bill, Mr. Taft had to admit there was none.

"Further explanation of Senator Taft's post-election conduct can be left to himself and his own conscience. But Minority Leader Joseph W. Martin and the enlightened and progressive members of the Republican Party in Congress possess now a clear-cut opportunity to prove to the public the sincerity of their own pre-election professions. It is our own guess that they will have the wisdom and foresight to avail themselves of it."

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SENATOR DENNIS CHAVEZ (D., N.M.)
FOR IMMEDIATE RELEASE
Washington, D. C., February 28, 1945.

Senator Dennis Chavez (D., N.M.), Chairman of the Senate Subcommittee on Education and Labor charged with consideration of S, 101, the bi-partisan bill for a permanent F.E.P.C., and S, 459, a bill to establish a permanent F.E.P.C. on a voluntary basis, introduced by Senator Rubeert A. Taft, announced hearings on both measures today.

"The Subcommittee has decided to hold hearings beginning March 12th on permanent F.E.P.C. legislation," said Senator Chávez. "Ordinarily I would not have seen the need for further hearings. Full hearings were held only last September, and the Subcommittee was impressed by the testimony offered by leading church, civic, women, community and labor leaders in support of a permanent F.E.P.C. with authority to enforce its orders.

"The Senate Committee on Education and Labor reported that bill favorably, on recommendation of the submommittee, by a coalition of its Republican and Democratic members. That bill was re-introduced in this new Congress and I should have liked to have seen it brought to the floor of the Senate without delay, particularly since both parties committed themselves to the legislation during the last campaign.

"However, since Senator Taft has introduced another bill calling for an F.E.P.C. WITHOUT ENFORCEMENT POWERS, I feel we ought to hold hearings to determine what public support there is for an F.E.P.C. with only investigatory and advisory powers."

OFFICE OF SENATOR D. CHAVEZ (D. New Mex.) FOR RELEASE TUESDAY, March 6, 1945

Two prominent Catholic and Protestant spokesmen expressed opposition to the Taft Bill for an advisory Permanent FEPC and reiterated their endorsement of the Chavez Bill for a Permanent FEPC with enforcement powers, in statements to Senator Chavez released by the Senator today.

Hearings on S. 101 and S.459 are scheduled for March 12, 13 and 14 before a Subcommittee of the Senate Committee on Education and Labor, of which Senator Chavez is chairman. S. 101 is the bill, sponsored by Senators, Chavez, Wagner, Downey, Murray, Capper, Langer and Aiken, providing for an FEPC with enforcement powers, which was reported favorably by the Senate Committee in the 78th Congress. S. 459 is the bill recently introduced by Senator Taft providing for an FEPC with advisory powers only.

In releasing these statements, the Senator said, "Last September, when my subcommittee held hearings on the Permanent FEPC Bill, now S. 101, I was deeply impressed by the attitude of the church. Religious leaders of all faiths appeared to urge enactment of this bill. They said that to make economic discrimination unlawful would be to bulwark and supplement their educational work on minority problems.

"Ever since Senator Taft introduced his FEPC Bill, which would not make economic discrimination unlawful, but would only establish an agency to investigate and attempt to eliminate such discrimination by education and persuasion, I have been wondering if such an agency would serve the purpose these spiritual leaders had in mind.

"The communications I have received since I announced hearings on these two bills to begin March 12, would indicate that they consider an educational agency wholly inadequate.

"Two statements impressed me greatly. One is from Bishop G. Bromley Oxnam, President of the Federal Council of the Churches of Christ in America, and spiritual leader of all the Protestants in this country. The other is from a spiritual leader of my own faith, His Excellency, Most Reverend Robert E. Lucey, Archbishop of San Antonio, Texas.

"Bishop Oxnam said: 'As one who has been intensely interested in the establishment of a permanent FEPC, I am gravely disappointed in the bill which has been introduced by Senator Taft. I cannot believe that a bill which does not actually make discrimination in employment illegal and which has no enforcement provisions will adequately serve the purpose of securing justice for minority groups. What we need, it seems to me, is not more study of discrimination, but more action with regard to it.'

"Archbishop Lucey said: 'The Taft bill to establish a Permanent Fair Employment Practice Commission should be warmly welcomed and supported by all who do not believe in justice, good will or the rights of men. This bill should be particularly pleasing to those employers who hate Latin-Americans and Colored folks and who show their hatred by unjust discrimination and low wages. The Taft bill is good news for those who prize their own prejudice above full production and peace in industry.'"

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NC-FEPC

National Council for a Permanent FEPC
930 F Street, N. W., Washington 4, D. C.
Executive 6884

FOR RELEASE
Saturday AM
(8/18/45)

The minorities of this country will not feel the war has really been won unless FEPC is made permanent, declared Mrs. Hedgeman, Executive Secretary of the National Council for a Permanent FEPC, in a statement released to the press today.

"The world rejoiced when the news came from Potsdam that Truman, Stalin and Attlee had issued a decree abolishing all discriminatory Nazi laws", she said. "Yet here in the United States, unless Congress acts quickly, FEPC is automatically abolished by the winning of the same war that made the Potsdam declaration possible."

The text of the statement follows:

"The minorities of this country will not feel the was has really been won unless VJ Day is soon followed by FEPC Day - the day the Permanent FEPC Bill is enacted.

"To them their participation in this war had special significance because it was nourished and spread on the exploitation of race prejudice. If anything is to be learned from the rise and fall of Naziism it is that racial discrimination is self-destructive. The depths of degradation to which the Nazi racial precepts led the German people should be a warning to the world. The ruthless extermination of millions of Jews was only a beginning; by the time the atrocities were extended to prisoners of all races, as at Buchenwald, most of the German people were either callous enough or intimidated enough to close their eyes and ears.

"The world rejoiced when the news came from Potsdam that Truman, Stalin and Attlee had issued a decree abolishing all discriminatory Nazi laws in

Germany. Yet here in the United States, unless Congress acts quickly, FEPC is automatically abolished by the winning of the same war that made the Potsdam decree possible.

"Once having given minorities protection against discrimination, our government cannot afford to step backward and withdraw it. We dare not risk the race riots that followed the last war. At least we can attempt to alleviate the tensions by assuring that, no matter how many or how few the jobs, they are distributed fairly.

"Congress must not sit by and let FEPC die the natural death of other war agencies. The war against economic discrimination must continue. The Permanent FEPC Bill belongs high on the list of the reconversion program for which Congress is cutting short its recess on September 5th."

National Council for a Permanent FEPC
930 F Street, N. W.,
Executive 2233

FOR IMMEDIATE RELEASE
10/18/45)

Nathan Zatkin, Public Relations Counsel

NC-FEPC

A. Philip Randolph, union leader, and Co-chairman of the National Council for a Permanent Fair Employment Practice Committee, at a press conference held at its Washington headquarters, 930 F Street, yesterday, warned the Congress that, "The processes of an unplanned reconversion had distilled all the re-agents necessary for an explosive mixture. Outbreaks such as this Nation has never seen are in the offing" said Mr. Randolph. "The social chemistry in many cities throughout the country indicates inevitable violence," he told reporters, "unless the Congress adds an important ingredient to the mixture. This vital ingredient is hope for the minorities, hope for a fair and equal chance to work. Believe me, this hope is shaping speedily into a demand voiced most often in every city by leaders and rank and file alike. It is the slogan 'The Right to Work is the Right to Live'.

"If the Congress does not, by enacting a Fair Employment Practices Bill turn this slogan into actuality, it is difficult for me to see how violence, perhaps exceeding that which after the last war brought terror to 26 American cities in one year can be prevented.

"The reason is obvious. Anti-social employers, are, thanks to Congressional inaction and a dying wartime FEPC, reconverting. But they are reconverting to their old habits of discriminating against Jews and Catholics, Negroes and Mexicans. Their policy once more is to divide the worker and build cheap labor markets. This is the very basic invitation to violence."

Mr. Randolph made it clear that he had arrived at these conclusions at a result of a personal survey which had taken him to St. Louis, Pittsburgh, Detroit, Kansas City, New Orleans, and other large industrial and tension centers in the United States. He had talked with the rank and file, with labor chiefs and industrialists, and civic and social leaders. He had combed reports made to the National Council for a Permanent FEPC by the leaders and active members of the more than 100 local councils affiliated with it. He met with prominent figures among the 70 national organizations collaborating with the National Council.

Mr. Randolph recalled the 26 cities visited by outbreaks in 1919, climaxed by the disastrous riots in Chicago. He indicated that only about 1,000,000 men were out of work in that year in the whole nation. 50,000 people were jobless in Detroit. He emphasized the fact that in 1919 non-whites and other minorities had not the hope or promise of a fair and equal chance for a job through a fair practices bill. With unemployment, hunger, K K K type of agitation, and no hope for fair employment opportunity, riots were inevitable.

Mr. Randolph sounded a grave waring to the nation that the situation is even more explosive now. "Today", he said, "One of the more optomistic estimates admit more than 8,000,000 unemployed by spring. Right now there are 143,000 unemployed in Detroit, three times as many as there were in 1919. By Spring America will have eight times the number of jobless it had in 1919. More serious, while there was just no promise of fair employment practices in 1919, today in 1945, right now, the minorities, restless and chafing from discriminatory practices will have lost the actuality which for a time they enjoyed-- the wartime Fair Employment Practices. They want Permanent Fair Employment Practice to give them the fundamental step toward the basic rights of democracy. Though the passage of the FEPC Bill may not prevent violence completely, it will certainly tend to restrain employers and give hope to vast numbers of the minorities. It must do so since the minorities know that violence might result in the loss of their hard won Fair Practices Bill and other legislative gains. But inaction by Congress will inevitably result in widespread discrimination on the part of the employers and disillusionment among the jobless, with resultant outbreaks. This process is as inexorable as a simple chemical equation.

"Un"-----plus----- "H"-----minus-----"X"-----equals-----"R"
(Unemployment) (Hunger) (Hope for a fair chance (Riot)
at a job)

Finally Mr. Randolph pointed out the fact that 1,000,000 non-whites were returning as veterans from the Armed Services. Hundreds of thousands of members of minority groups habitually discriminated against, were also returning from a War to preserve the democratic rights which they now might find denied them. This doubly explosive element of returning veterans of minority groups added to an already unstable mixture must not be set off by the percussive influence of Congressional inaction.

"I serve notice on the Congress," he said,"And this is no more a threat than is a hurricane warning, or a radio alarm of an ensurging tidal wave, that if the Congress does not enact FEPC at once, the responsibility for violence which may break out in many cities of our country within a few months rests squarely on the shoulders of Congress."

In full realization of the terrible urgency of the situation, the National Council for a Permanent FEPC and its 70 collaborating organizations is going to the country for action. A Philip Randolph is setting out immediately on a speaking tour which will take him to mass meetings in Chicago, Detroit, St. Louis, Cleveland, Cincinnati, Pittsburgh, Philadel'hia, Indianapolis, New York and Washington. In less than one year more than 100 local councils have been formed in cities throughout the country and many more are springing up in every section of the United States.

NK-FEPC
NY Council

PRESS RELEASE

International Union
Brotherhood of Sleeping Car Porters
217 West 125th Street, Rm. 301
New York, 27, N. Y.

LABOR'S STAKE FOR FEPC

New York, N. Y., October 19, 1945

At a conference of the trade unions at the American Common, 40 East 40 Street, New York City, delegates from trade unions in the New York area including the AFL and CIO went on record to give their unqualified support to the fight for the enactment of Bills S 101 and HR 2232 which is being vigorously conducted by the National Council for a Permanent FEPC. Plans for mobilizing labor back of the fight were discussed at length together with a program to secure financial support from trade unions.

Mrs. Ann Arnold Hedgeman, National Executive Secretary of the National Council for a Permanent FEPC described the history and legislative strategy in the fight for FEPC.

A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters told the conference about labor's stake in this fight for FEPC which supplements and complements full employment. He pointed out that if the workers lose this fight for fair employment in the interest of minorities they may not win the fight for full employment and also the fight against the sinister forces of fascism and reaction in America. He stated that there was no more important question before the American people today than fair employment because it gives strength and force to the basic roots of industrial and ethnic democracy. When the boys in the armed forces return from a war where they have fought for democracy abroad and find that they cannot even get a job and make a living for themselves and their families at home because of the color of their skin, their religion, national origin or race, it is likely to cause the lid to blow off the seething pot of racial resentment which will not only hurt national unity and social peace in America but place our country in the world political spectrum as an international hypocrite whose professions about democracy fall wide of the mark of performance.

NATIONAL COUNCIL FOR
A PERMANENT F E P C
930 F St., N W
Executive 2233

FOR IMMEDIATE RELEASE
(February 9, 1946 PM)

xc-FEPC

Today's cloture vote was meaningless in terms of FEPC strength, and the fight for enactment of Permanent FEPC will be continued, saidthe National Council for a Permanent FEPC today, in a statement issued by it s co-chairmen, A. Philip Randolph and Allan Knight Chalmers.

The Council intends, the statement said, "to mobilize the masses of the country - majority and minority; white and Negro; Jewish, Catholic, Protestant; Japanese, Chinese, Mexican-American, to make clear to the Congress that they want a Permanent FEPC. To that end we are issuing to our 65 collaborating national organizations and our 150 local councils throughout the country a call to an Action Conference in Washington on Washington's Birthday, February 22."

Referring to the agreement by which the Southerners allowed the cloture vote to be taken in return for assurances that it would fail, the statement declared, "The backbone of the Senate has been dangerously weakened. It needs to be strengthened and revitalized before this policy of appeasement leads to a truly fatal Munich."

"The people will take up the banner of democracy that was torn down by the shameful collaboration of the filibusterers and their cohorts of the North. They understand that by this capitulation to McKellar's dictatorship the Senate has completely nullified its own cloture rule....Before the members of our Senate and House leave Washington to campaign for re-election, the people expect them to bring FEPC to the floor of both houses for a vote, and to record themsleves as for or against its enactment."

The text of the statement follows:

The Senate may have dealt a mortal blow to democracy today, but instead of killing the Permanent FEPC bill it has given the people a clearer realization of how and why the fight must be continued. The people understand the implications for total democracy of the submission of the majority of its Senators to the domination of the bigoted few.

The people will take up the banner of democracy that was torn down by the shameful collaboration of the filibusterers and their cohorts of the North. They will uphold the handful of principled Senators who were defeated in this round but intend to keep on fighting until they win the right to vote on FEPC. They will hold to account the men who chose to remain in the good graces of the Southern bigots rather than to carry out the desires of their own voters.

The backbone of the Senate has been dangerously weakened. It needs to be strengthened and revitalized before this policy of appeasement leads to a truly fatal Munich.

Today's cloture vote is meaningless in terms of FEPC strength. The people know that the Southerners allowed this vote to be taken only in return for assurances from the Northern leadership that it would be defeated. The people will judge their Senators not only by their declamations of intent, or their recorded votes to bring FEPC to the floor, or even in behalf of cloture. The people will judge their Senators by the total fight each man waged or failed to wage for the right to discuss on the floor of the Senate either the bill itself or Senator McKellar's flagrant violation of Senate rules.

The people understand also that by this capitulation to McKellar's dictatorship the Senate has completely nullified its own cloture rule. From now on any group of willful men can prevent the highest legislative body of the greatest democracy in the world from coming to a vote on any matter they oppose.

Democracy is at stake andthe issue is clear. Before the members of our Senate and House leave Washington to campaign for re-election, thepeople expect them to bring FE PC to the floor of both houses for a vote, andto recordthemselves as for or against its enactment.

The National Council for a Permanent FEPC intends to mobilize the masses of the country - majority and minority; white and Negro; Jewish, Catholic, Protestant; Japanese, Chinese, Mexican-American, to make clear to the Congress that they want a Permanent FEPC. To that end we are issuing to our 65 collaborating national organizations and our 150 local councils throughout the country a call to an Action Conference in Washington on Washington's Birthday, February 22.

(Following news story sent out by National Catholic Welfare Conference News Service to all Catholic magazine and newspapers throughout the country)-

NY Council for PFEPC

Interracial Review News Servic
20 Vesey St., New York, N.Y.

FIGHT FOR FEPC WILL CONTINUE
SPEAKERS EMPHASIZE AT RALLY

3/11/46—Th

NEW YORK, March 7.—(NC)—The fight for the Fair Employment Practices Act has just begun it was emphasized at a rally of 15,000 persons in Madison Square Garden here. The defeat suffered by the bill in the Senate filibuster was just the end of the first round, the speakers reassured. Eventually the bill will win, they said, because it is right, decent and American.

Labor Secretary Lewis B. Schwellenbach; Senators Wayne Morse of Oregon and Dennis Chavez of New Mexico, principal sponsors of the bill; Mrs. Eleanor Roosevelt; former New York Mayor Fiorello H. La Guardia; representatives of the CIO and AFL, and George K. Hunton, secretary of the Catholic Interracial Council and editor of the Interracial Review, were among the speakers.

"I come here clothed with full authority to speak on behalf of President Truman," Secretary Schwellenbach declared. "He is just as determined as was his predecessor that this fair employment practices principle be enacted into law by the Congress of the United States."

Mr. Hunton pointed out that the FEPC dated back to 1940 when President Roosevelt set it up to deal with industries that were rejecting qualified Negroes and members of other minority groups. While some gains were made by the Committee, he said, it soon became clear that the only effective solution was Federal and State legislation with powers of investigation and enforcement.

"All of us realize," Mr. Hunton stated, "that the recent filibuster was merely the end of the second inning. Our determination has not wavered and our confidence in victory has never faltered. In a democracy no issue is settled until it is settled right. We have the combined support of religious groups, organized labor, social agencies and organizations and all the truly democratic, progressive forces of the country. With renewed determination and assurance we go forward in this great campaign for humans rights. Our cause is just and shall win."

* * * *

PRESS RELEASE

nc-Fed

An International Union
BROTHERHOOD OF SLEEPING CAR PORTERS
217 West 125th Street, Rm. 301
New York 27, New York

New York, New York, June 25, 1946

FIGHT FOR FEPC IS FIGHT FOR AMERICAN DEMOCRACY

says A. Philip Randolph

At Madison Park FEPC Rally, today, the afternoon of June 25th, called for the purpose of celebrating the 5th Anniversary of the issuance of Executive Order 8802, under which the President's Committee on Fair Employment Practice was established, A. Philip Randolph, Co-Chairman of the National Council for a Permanent FEPC, declared that the fight for the enactment of Bills S. 101 and H. R. 2232 for a Permanent FEPC, is a fight for democracy.

Already the anti-democratic forces are seeking to prevent the enactment of federal FEPC legislation.inmen like Senator Bilbo from Mississippi, who in a recent broadcast virtually called for mob action to prevent voting by Negroes in the July 2nd primary in Mississippi in which Bilbo is running for reelection. Bilbo appealed to the so-called red-blooded Anglo-Saxon men of Mississippi to resort to any means to keep Negroes from the polls. Under the influence of this inflammatory propaganda, it is reported that Etoy Fletcher, a Negro veteran, was denied the right to register at Brandon, Mississippi, and was severely beaten following his attempt to have his name placed on the role of electors.

I call upon President Truman and Attorney-General Tom Clark to take instant, forthright and positive action to stop this fascist violation of the right of Negro citizens to exercise their Constitutional rights in Mississippi, especially in view of the fact that a recent Supreme

Court decision has outlawed the White Primaries.

This spirit of intolerance rampant in Mississippi is reflecting itself in increased discriminations against Negroes in particular and other minorities in general in employment relations throughout the country. Newspaper want-ads boldly call for whites only or gentile whites and bars are drawn against Catholics and foreigners.

Today, there is no federal agency to maintain fair employment practices since the war-time FEPC was killed by a coalition of Southern Democrats and Northern Tory Republicans through the filibuster in the Senate and failure to sign the Discharge Petition in the House.

But FEPC is not dead. Its spirit still lives.

What is to be done?

Citizens should call upon their Congressmen to sign the Discharge Petition in the House. They should call upon their Congressmen to support Calendar Wednesday in the House. Even if the FEPC Bill in the House does not pass this Congress, a continued fight for it will strengthen the cause of FEPC and confound its enemies.

In addition to the need for continued struggle for FEPC in this Congress, the National Council for a Permanent FEPC plans a nation-wide mobilization of liberal, labor, civic, religious and educational forces to wage a relentless fight to push FEPC through the next Congress. Demonstrations like this one in Madison Park have been urged by the Council upon the citizens in various sections of the nation. We are confident that the cause of FEPC will prevail. Its principles are in the traditions of American democracy and progress. The victory for FEPC will not only serve to help eliminate discriminations based upon race, creed, color and country, but will help to beat back the rising tide of intolerance and bigotry, racism, anti-Semitism and anti-laborism in America.

xc-FEPC
Gen

FOR IMMEDIATE RELEASE
August 27, 1946
(Telephone: Adams 1867)

(Miss) Sidney Wilkinson
2656 Fifteenth Street, N. W.
Washington 9, D. C.

In a letter to A. Philip Randolph, Co-Chairman of the National Council for a Permanent FEPC, written from Harpursville, N. Y., Miss Sidney Wilkinson, former Asst. Executive Secretary of that organization, asks several questions pertinent to the welfare of the FEPC issue.

She says, for instance: "Is it true that the issue which is national in scope is now to be used by a few organizations simply as a political, publicity-getting, money-raising device?"

The letter in its entirety is as follows:

"Harpursville, N. Y.
August 27, 1946

Mr. A. Philip Randolph
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York City 27

Dear Mr. Randolph

I feel that I would be betraying my loyalty to the FEPC issue and to the efficient and seasoned staff serving it if I let this moment pass without making certain observations which are pertinent.

To you, who have spoken for human rights, it must be obvious that those rights have been violated by the summary dismissal of the staff of the National Council for a Permanent FEPC without even a formal statement of appreciation for services rendered over a period of two and a half years. It has been my conviction that, in order to promote fair employment, it must be practiced, and I do not think you and the Administrative Committee of the National Council have complied with this fundamental principle.

It is regrettable that 'minority' leaders sometimes make it difficult for members of the so-called 'majority' group to actually function in programs which fundamentally benefit all of our fellowmen, for it is also my strong conviction that this is not a minority issue, but one which concerns every American citizen--Jew, Gentile, Negro, white, Mexican-, Spanish-, and Oriental-American, Protestant and Catholic. Therefore, all Americans must share in the responsibility for securing enactment of a Federal FEPC, and no one 'minority' group leader should make the mistake of trying to wage the fight single-handed. It would be extremely detrimental--perhaps fatal--to a national (and international) issue of such import as FEPC to deny participation to any organization comprising members of the aforementioned groups. And one cannot expect cooperation from organizations which are not permitted participation in policy decisions. I think you will find this more and more true in the days to come.

Is it possible that you do not grasp the significance of a truly integrated staff and the strength that arises from an executive committee which is given real opportunity to formulate policy and the authority to carry it out? Is it true that the issue which is national in scope is now to be used by a few organizations simply as a political, publicity-getting, money-raising device?

Certainly, those of us who care about the solution of the problem of equal job opportunity and recognize its significant relationship to America's role in the international picture must be firm in our determination that the fight be waged by all groups.

I have had twenty-three years' experience as an executive in industry, merchandising, music management, and public relations. I wanted to use that background in furthering a democratic ideal. I can truthfully say that I think I would be utterly discouraged were it not for the rich and satisfying experience which I have had in my association with the Executive Secretary, Mrs. Anna Arnold Hedgeman, and members of the Washington staff, as well as representatives of the cooperating national organizations, Senators and Representatives, members of the Strategy and Legal Committees, and individual members of the Executive Committee.

Yours very truly

(Signed) (Miss) Sidney Wilkinson
former Assistant Executive Secretary
National Council for a Permanent FEPC"

Re-YBRC
Gw

PRESS RELEASE
Release Date:
Wed. am, September 4, 1946

Mrs. Anna Arnold Hedgeman
Apt. 8, 3744 Hayes St., NE
Washington 19, D. C.
Lincoln 1612

"I do not believe that the National Council for a Permanent FEPC as presently constituted is using effectively the established political affiliations necessary to the enactment of such legislation. Therefore, I have no choice except to resign," said Mrs. Anna Arnold Hedgeman, former Executive Secretary of the National Council for a Permanent FEPC. Following her return from vacation, Mrs. Hedgeman, replying to questions from the press, released the text of her statement of resignation. Although it was submitted to the Executive Committee on August 2, 1946, it was accepted as of August first.

The full text follows:

"I hereby tender my resignation as Executive Secretary of the National Council for a Permanent FEPC to take effect September 15, 1946, unless an earlier date is desirable to the Executive Committee. I am grateful to the members of the Executive Committee, the sixty-seven national organizations, the Washington Strategy and Legal Committees, the local councils, political and congressional leaders, and the staff for the splendid cooperation that they have given me during the last two and a half years.

"At this time I want to reaffirm my belief in the importance of the fight for permanent FEPC legislation and to state my intention of continuing participation in the fight -- as a private citizen. However, I do not believe that the National Council for a Permanent FEPC as presently constituted is utilizing effectively the established political affiliations necessary to enactment of such legislation. Therefore, I have no choice except to sever my relationship with the Council."

Mrs. Hedgeman commented: "I hope very much that this resignation, submitted with deepest concern for the issue may help in some small way to encourage the leadership of the National Council for a Permanent FEPC to re-evaluate its utilization of the potentialities of the Council for the promotion of fair employment practice legislation."

National Community Relations Advisory Council

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295 Madison Avenue, New York 17, N. Y. *MUrray Hill 5-1606*

XC FEPC
Admin
Com

March 28, 1947

Mr. A. Philip Randolph
Clark Hotel
Washington & Central Streets
Los Angeles, California

Dear Phil:

Enclosed is a copy of the press release which was sent out today over your signature and that of Alan Chalmers. Copies together with an appeal for funds are going out to all former contributors to the Council and we hope to get moving soon. The financial problem is, however, still acute, and anything you can do on tour will be most helpful. As I indicated to you on the 'phone the Administrative Committee will be meeting in our office on Tuesday. Please rush any suggestions that you may have.

I would appreciate your keeping in touch with me.

Cordial regards,

Arnie

ARNOLD ARONSON

Enc.

Members — *Executive Committee* — *Alternates*

LILLIAN A. FRIEDBERG, *Jewish Public Relations Council, Pittsburgh*
ADOLPH HELD, *Jewish Labor Committee*
SIDNEY HOLLANDER, *Baltimore Jewish Council*
IRVING KANE, *Jewish Community Council, Cleveland*
HENRY MONSKY, *B'nai B'rith*
JOSEPH M. PROSKAUER, *American Jewish Committee*
ROBERT E. SEGAL, *Jewish Community Council of Metropolitan Boston*
STEPHEN S. WISE, *American Jewish Congress*

RICHARD N. BLUESTEIN, *Cincinnati Jewish Community Council*
MORTIMER BRENNER, *Brooklyn Jewish Community Council*
MAURICE B. FAGAN, *Philadelphia Jewish Community Relations Council*
ISAAC FRANCK, *Detroit Jewish Community Council*
PAUL GOLDMAN, *Jewish Labor Committee*
RICHARD E. GUTSTADT, *B'nai B'rith*
IRVING MILLER, *American Jewish Congress*
DAVID SHER, *American Jewish Committee*

NATIONAL COUNCIL FOR A PERMANENT FEPC
930 F Street, N. W.,
Executive 2233

FOR RELEASE FRIDAY PM. and SATURDAY A.M.
PAPERS, MARCH 27-8, 1947

Washington, Mar. 28 --"Enactment during the first session of the 80th Congress of this bill for a Permanent FEPC is urgent as a major item of both domestic and foreign policy," The Rev. Allan Knight Chalmers and A. Philip Randolph, Co-Chairmen of the National Council for a Permanent FEPC, said today, in endorsing the Bill introduced yesterday by Senators Ives, (R.,N.Y.); Chavez (D.,N. Mex.); Downey (D.,Calif.); Morse(R.,Ore.); Murray (D.,Mont.); Myers (D.,Pa.); Saltonstall (R.,Mass.), and Smith (R.,N.J.). and in the House of Representatives by Fulton (R, Pa) and Norton (Dem NJ)

"The Final Report of the Fair Employment Practice Committee, just released, reveals and documents increasing discrimination in employment since the war in eleven American cities, New York, Chicago, Detroit, Los Angeles, San Francisco, Portland, Seattle, Kansas City, St. Louis, Indianapolis, and Toledo. (pages 41-95).

"In its summary and conclusions, the Fair Employment Practice Committee significantly cited a letter from the then Acting Secretary of State Dean Acheson to the Committee, in which he stated his opinion that 'the existence of discrimination against minority groups in the United States is a handicap in our relations with other countries. The Department of State, therefore, has good reason to hope for the continued and increased effectiveness of public and private efforts to do away with these discriminations.'

"Dean Acheson's letter was written shortly before June 28, 1946, the official date of the FEPC's Final Report. Domestic and international developments since make his point more acute now than it was then.

"On March 14th, 1947 Secretary of State Marshall offered the peoples of the world a definition of democracy. His words rang bells of approval and hope in the minds of all Americans of goodwill, including more than 20 million members of minority groups who enjoy somewhat less than the full measure of democracy described in Mr. Marshall's statement: 'to us, a society is not free if law-abiding citizens live in fear of being denied the right to work...'

"Immediately the comment was made that our performance here at home is not uniformly equal to the standard stated by the Secretary of State in the definition of democracy

~~"Immediately the Russian press asked if it were not true that in practice some people are denied the rights of which Mr. Marshall spoke and that-- 'in fact they live in fear that they will be refused the right to work... merely because they belong not to the white but to the colored population of another country.'~~

"Thus within a year the foreign policy handicap described by Under-Secretary of State Acheson has become more apparent.

"Our position as a people and a Nation in the worldwide contest between the ideas, principles and practices of democracy and totalitarian and methods of government is strengthened by the mere fact that this bill has been introduced with bi-partisan sponsorship. It is strengthened by the fact that there appears to be prospect for early hearing thereon to be followed by debate and vote at this session of Congress.

"Our position on fair employment will be impregnable if this bill is made law and then is enforced in the spirit of goodwill and firmness in which it has been proposed by its sponsors.

"Our principles of democracy, so well stated at the Moscow Conferences, must have this implementation in Washington and in the mines, mills, factories and other business enterprises throughout the Nation. This proving of our democratic faith by our works has been recognized by leaders in both political parties as ultimately the most effective argument in the global debate that is now in progress.

"The domestic situation requires attention and action as stated in the FEPC's Final Report, discrimination in employment because of race, religion, color, national origin, or ancestry has increased since the war because of the change-over to peacetime employment. It is due to increased unemployment and to the termination of the wartime Fair Employment Practice Committee.

"Increasing discrimination in employment is a bitter mockery to hundreds of thousands of veterans throughout the country including Negroes, Jews, Catholics, Protestants, Spanish-speaking Americans and others. It is a day-by-day denial of democracy which must be wiped out by the aroused conscience and enlightened self-interest of the American people, acting through their elected representatives to make good on our war aims and pledges under the United Nations Charter.

"Enactment is likewise essential to sustain an economy of full production, distribution, consumption and employment. The make-or-break question here is whether or not the mass purchasing power of American wage and salary earners will prove adequate to absorb the output of an economy operating at full production levels. The greatest opportunity for toning up mass purchasing power to the point where full production can be absorbed year in and year out lies in maintaining and increasing the wages, salaries and take-home income of the millions of low paid workers, including particularly the vast majority of members of minority groups.

"The importance of early enactment in promoting unity and harmony and goodwill among employees, employers and our whole population is obvious.

"State action, such as has already been taken in New York, New Jersey, and Massachusetts, and is planned in some 14 other states, is all to the good. Final nationwide effectiveness in establishing fair employment depends on federal action. Progressive states are entitled to the protection that can be given by a Federal Act and standards of administration, education, conciliation and enforcement. It is significant that among the co-sponsors are Senators from the three states where similar statutes are in successful operation."

The statement announced a nationwide campaign of information and education designed to mobilize maximum support for early enactment of the new FEPC Bill.

Members of the Board of Directors of the National Council include:

Roger Baldwin, Director American Civil Liberties Union, New York; Linna E. Bresette, National Catholic Welfare Conference, Washington, D. C.; James B. Carey, Secretary-Treasurer, CIO, Washington, D. C.; J. Henry Carpenter, Cooperative League of America, Brooklyn, N. Y.; Ashby Carter, President National Alliance of Postal Employees, Chicago, Ill.; Leo M. Cherne, New York; Robert R. Church, Chicago, Ill.;

Max Delson, Workers Defense League, New York; Thurman L. Dodson, Washington, D. C.; Elsie Elfenbein, Executive Director, National Council of Jewish Women, New York; Edwin R. Embree, President, Julius Rosenwald Fund, Chicago, Ill.; Rabbi E. Goldstein, New York; Lester Granger, Urban League, Inc., New York; Bishop J. A. Gregg, AME Church, Kansas City, Kansas; William Green, President, AF of L, Washington, D. C.; Dr. Cameron Hall, Federal Council of Churches, New York; Sidney Hollander, Council of Jewish Federations and Welfare Funds, Baltimore, Md.; George K. Hunton, Catholic Interracial Council, New York; Alfred Baker Lewis, New York; Morris Milgram, Workers Defense League, New York; Isaiah Minkoff, Executive Director, National Community Relations Advisory Council, New York; Philip Murray, President, CIO, Pittsburgh, Pa.; Dorothy S. Norman, New York; Winifred Raushenbush, Norris Tenn.; Col. Milton Richman, National Commander, Jewish War Veterans, New York; William Jay Schieffelin, New York; G. Howland Shaw, Washington, D. C.; Boris Shishkin, AF of L, Washington, D. C.; Mrs. Harper Sibley, The United Council of Church Women, New York; Roderick Stephens, New York; Willard S. Townsend, International President, United Transport Service Employees of America, CIO, Chicago, Ill; Frank Trager, Anti-Defamation League, New York; Noah Walter, Jr., N. Y. State Industrial Commissioner, New York; Walter White, Secretary, National Association for the Advancement of Colored People, New York; J. Finley Wilson, Exalted Ruler, Independent Benevolent Protective Order Elks of the World, Washington, D. C.; Max Zaritsky, President, United Hatters, Cap & millinery Workers International Union, AF of L, New York, and Charles S. Zimmerman, Vice-President, International Ladies Garment Workers Union, AF of L, New York.

Henry Monsky, President B'nai Brith, Rabbi Stephen S. Wise, President American Jewish Congress

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National Council for a Permanent FEPC
930 F Street, N. W., Room 901
Washington, D. C.
EXecutive 2233

FOR RELEASE FRIDAY A. M. and P. M.

PAPERS APRIL 11, 1947

Washington, April 10.— Appointment of Elmer W. Henderson of Chicago as Executive Secretary of the National Council for a Permanent Fair Employment Practice Committee was announced today by the Rev. Allan Knight Chalmers and A. Philip Randolph, Co-Chairmen of the Council.

Mr. Henderson's appointment, which is effective at once, is part of a reorganization of the Council that has assured a broader and stronger support among co-operating organizations, groups and individuals, the Co-Chairmen stated. (See list of members of Board of Directors Page 3.)

Under the re-organization, Roy W. Wilkins, Assistant Executive Secretary of the National Association for the Advancement of Colored People, has been made chairman of the Council's Administrative Committee.

The statement by Co-Chairmen Chalmers and Randolph follows:

"We are glad to announce the appointment, effective at once, of Elmer W. Henderson of Chicago, Illinois, as Executive Secretary of the National Council for a Permanent FEPC. By background, training and experience, Mr. Henderson is well-fitted for the vitally important job of directing the mobilization of the strong and burning desire which exists among minority groups and all Americans of good conscience and good will for enactment of the new FEPC Bill (S. 984 and HR. 2820 and 2824) at the very earliest possible date.

"As regional director for the wartime Fair Employment Practices Committee in eight midwestern states and in other capacities during the entire five years of its operation, he gained thorough knowledge and experience in the field of discrimination in employment and the feasible means of eliminating such discrimination.

"Prior to that experience, he served as executive director for a legislative commission of the Illinois General Assembly which studied the conditions of the Negro population of that State in 1940. The Commission's report, presented the following year, resulted in the introduction of a non-discrimination bill covering defense industries. This bill, sponsored by Representative Charles J. Jenkins, was passed. It is, we believe, the first law against discrimination in employment to be passed by any State. Mr. Henderson was also active in the movement to extend this principle throughout the Nation which resulted in the issuance of Executive Order 8802, creating the first Fair Employment Practice Committee.

"Recently Mr. Henderson has been teaching sociology at Howard University in Washington, D. C., He previously taught this subject at Dillard University, New Orleans, Louisiana.

"Mr. Henderson begins his work with the National Council for a Permanent FEPC which has been re-organized and strengthened by the addition of representatives of national organizations cooperating in promoting fair employment practices. Mr. Henderson is undertaking a work of tremendous importance and responsibility. He accepts it as an opportunity and a challenge. We assure him of the support of the Council and, we believe, of millions of American citizens who want to see fair employment become a fact."

In accepting the appointment, Mr. Henderson said:

"The passage of the bill for a Permanent FEPC is the most important issue before the 80th Congress. The question is simply - Will American citizens, hundreds of thousands of whom fought and bled for this country in the recent war, continue to be refused the right to work and livelihood becaue of their color, their religious faith or their national background? Such a condition is intolerable and the remedy lies with the Congress.

"I believe the chances for passage of our bill are greater now than ever before. But the Congress must hear the voice of the people and the aim of the National Council is to so channelize that voice that it will become a mighty volume in favor of FEPC--a voice assuring the Congress that the great majority of Americans want justice in employment, and want it now. This is our undertaking and I am confident of success."

Mr. Henderson is a member of the American Sociological Society, American Political Science Association and the Society for Social Research. He has contributed articles to the Journal of Social Forces, the Monthly Labor Review, Opportunity and other publications.

Mr. Henderson's headquarters will be at the Council's national office, 930 F Street, N. W., Washington, D. C. He will be assisted by Paul Sifton, who will continue his work as Director of Legislative and Public Relations, and by Milo Manly, Director of Field Organization. Prior to joining the National Council's staff, Mr. Sifton played a leading part in the campaign for enactment of the Employment Act of 1946. Mr. Manly formerly was supervisor of Public Assistance in Philadelphia and later was in charge of the Pittsburgh office of the wartime FEPC.

Members of the Board of Directors of the National Council for a Permanent FEPC include:

Roger Baldwin, Director American Civil Liberties Union, New York; Linna E. Bresette, National Catholic Welfare Conference, Washington, D. C.; James B. Carey, Secretary-Treasurer, CIO, Washington, D. C.; J. Henry Carpenter, Cooperative League of America, Brooklyn, N. Y.; Ashby Carter, President, National Alliance of Postal Employees, Chicago, Ill.; Leo M. Cherne, New York; Robert R. Church, Chicago, Ill.; Max Delson, Workers Defense League, New York; Thurman L. Dodson, Washington, D. C.; Elsie Elfenbein, Executive Director, National Council of Jewish Women, New York; Edwin R. Embree, President, Julius Rosenwald Fund, Chicago, Ill.; Rabbi E. Goldstein, New York; Lester Granger, Urban League, Inc., New York; Bishop J. A. Gregg, AME Church, Kansas City, Kansas; William Green, President, AF of L, Washington, D. C.; Dr. Cameron Hall, Federal Council of Churches, New York; Sidney Hollander, Council of Jewish Federation and Welfare Funds, Baltimore, Md.; George K. Hunton, Catholic Interracial Council, New York; Alfred Baker Lewis, New York; Morris Milgram, Workers Defense League, New York; Isiah Minkoff, Executive Director, National Community Relations Advisory Council, New York; Nathaniel Minkoff, Jewish Labor Committee, New York, Henry Monsky, President B'nai B'rith, Philip Murray, President, CIO Pittsburgh, Pa.; Dorothy S. Norman, New York; Judge Joseph Proskauer, American Jewish Committee, New York; Winifred Raushenbush, Norris, Tenn.; Col. Milton Richman, National Commander, Jewish War Veterans, New York; William Jay Schieffelin, New York; G. Howland Shaw, Washington, D. C.; Boris Shishkin, AF of L, Washington, D. C.; Mrs. Harper Sibley, The United Council of Church Women, New York; Roderick Stephens, New York; Willard S. Townsend, International President, United Transport Service Employees if America, CIO, Chicago, Ill; Frank Trager, Anti-Defamation League, New York; Noah Walter, Jr., N. Y. State Industrial Commissioner, Walter White, Secretary, National Association for the Advancement of Colored People, New York; J. Finley Wilson, Exalted Ruler, Independent Benevolent Protectige Order Elks of the World, Washington, D. C.; Dr. Stephen S. Wise, American Jewish Congress, New York; Max Zaritsky, President, United Hatters, Cap & Millinery Workers International Union, AF of L. New York, and Charles S. Zimmerman, Vice-President, International Ladies Garment Workers Union AF of L, New York.

NATIONAL COUNCIL FOR A PERMANENT F.E.P.C.
930 F Street, N.W., Room 901
Washington, D. C.

FOR RELEASE SATURDAY P.M.,

AND SUNDAY A. M.,

MAY 24TH AND 25TH, 1947.

Washington, May —— The seriousness of existing discrimination in employment is indicated by the fact that the average weekly income of white veterans ranges from 30% to 78% above the average weekly income of Negro veterans in 26 American communities, 25 of them in the South.

This was pointed out today by Elmer W. Henderson, Executive Secretary of the National Council for a Permanent F.E.P.C., in a letter to the President's Committee on Civil Rights. At the request of the Committee he transmitted a comparison of incomes of white and Negro veterans by the American Federation of Labor's Research and Information Department compiled from a veterans' housing survey made between July, 1946 and January,1947 by the Bureau of the Census and the Bureau of Labor Statistics for the National Housing Agency.

"Washington, D. C., is sixth from the bottom of the list," Henderson stated. "In the Nation's capital, white veterans' average weekly income was 66% above the average weekly income of Negro veterans. Eighty-four thousand white veterans surveyed in Washington, D.C. had an average income of $53 a week, while 36,000 Negro veterans covered by the survey had average incomes of only $32 a week.

"Twenty southern communities had smaller veterans' income differentials than Washington, D.C., the survey shows.

"In Birmingham, Alabama, in the deep South, the survey showed 21,000 white veterans had an average income of $39 a week, while 9,000 Negroes had average incomes of $30 a week, a differential of 30%.

"In New Orleans, 36,000 white veterans had average incomes of $38 per week while 14,000 Negro veterans had averaged incomes of $28, a differential of 36%.

"In Baltimore, 70,000 white veterans had average incomes of $43, while 20,000 Negro veterans had average incomes of $31 per week, a 39% differential.

"In Atlanta, 30,500 white veterans had weekly incomes of $36, and 9,500 Negro veterans had average incomes of $30 a week, a differential of 53%.

"In Memphis, 22,800 white veterans received an average of $46 a week, while Negro veterans received only $29, a differential of 59% .

"In Houston, 36,000 white veterans averaged $49 a week, and 4,000 Negro veterans averaged $30, a differential of 63%.

"The five communities with the worst income differentials between white and Negro veterans were the Beaumont-Port Arthur area, Texas, the Jacksonville, Fla. area, Austin, Texas, Columbia, S.C., and, at the bottom of the list with 78% Jackson, Mississippi."

Henderson said that a considerable part of the disparity in income can fairly be assigned to outright discrimination in employment "because of race, religion, color, national origin, or ancestry." which the Ives-Chavez bill, creating a National Commission Against Discrimination in Employment, would remedy.

"Were such a law now in effect," Henderson said, "the differentials revealed by this survey would be much slighter.

"These differentials should be shocking, not only to all wage earners but to business men seeking mass markets for the abundant production that is now in sight and, in some instances, already overhanging and depressing the market. Obviously the Negro veteran in Jacksonville having an average income of $28 a week to spend cannot buy as much as the white veteran in the same town with an average income of $48."

"Nor is the Negro veteran in Washington, D.C., with an average income of $32, able to buy as much of American production as the white veteran in the same city who has an average weekly income of $53 per week.

"This compilation, prepared by the Research and Information Department of the American Federation of Labor from the Bureau of Census-BLS Veterans' Housing Survey, furnishes additional proof, if proof were needed, that early enactment of the Ives-Chavez bill is needed, not only as an overdue act of social and economic justice, but as an aid to postwar consumption, distribution, production and employment."

(See following page for table of comparisons between average weekly incomes of white and Negro veterans)

COMPARISON OF AVERAGE WEEKLY INCOME OF WHITE AND NEGRO VETERANS BETWEEN JULY 1946 and JANUARY 1947 IN CITIES REPORTING INCOME BY COLOR

CITY	NUMBER OF VETERANS		AVERAGE WEEKLY INCOME		PERCENT AVERAGE WEEKLY INCOME OF WHITE VETERANS ABOVE THAT OF NEGRO VETERANS
	WHITE	NEGRO	WHITE	NEGRO	
Birmingham, Ala.,	21,000	9,000	$39	$30	30
Tampa and Port Tampa, Fla.,	6,500	1,500	$37	$28	32
Asheville, N. C.	4,200	800	$40	$30	33
New Orleans, La.,	36,000	14,000	$38	$28	36
Baltimore, Md.,	70,000	20,000	$43	$31	39
Roanoke, Va.,	6,400	600	$42	$30	40
Louisville area, Kentucky and Indiana	40,000	5,000	$42	$29	45
Richmond, Va.,	15,600	4,400	$48	$33	45
Greensboro, N. C.	5,000	1,000	$44	$30	47
Chattanooga, Tenn.,	11,900	2,100	$45	$30	50
Atlanta, Ga.,	30,500	9,500	$46	$30	53
Fort Worth, Texas	16,000	2,000	$46	$30	53
Raleigh, N. C.,	3,300	700	$43	$28	54
Memphis, Tenn.,	22,800	7,200	$46	$29	59
Montgomery, Ala.,	5,400	2,600	$46	$29	59
Baton Rouge, La.,	7,500	2,500	$50	$31	61
Charlotte, N. C.,	8,200	1,800	$45	$28	61
Houston, Texas	36,000	4,000	$49	$30	63
Waco, Texas	5,100	900	$43	$26	65
Shreveport area, La.,	8,500	2,500	$48	$29	66
Washington, D.C. Metropolitan District	84,000	36,000	$53	$32	66
Beaumont-Port Arthur area, Texas	8,200	1,800	$47	$28	68
Jacksonville area, Florida	12,500	3,500	$48	$28	71
Austin, Texas	8,300	700	$43	$25	72
Columbia, S. C.	4,000	1,000	$44	$25	76
Jackson, Miss.	4,500	1,500	$48	$27	78

Source: Department of Commerce
Bureau of the Census
Department of Labor
Bureau of Labor Statistics
Veteran Housing Surveys made from July 1946 to January 1947 by the Bureau of the Census and the Bureau of Labor Statistics for the National Housing Agency
Compiled by the Research and Information Department, American Federation of Labor.

NC-FEPC Publicity

NATIONAL COUNCIL FOR A PERMANENT FEPC
930 F STREET, N. W.
WASHINGTON, D. C.

FOR RELEASE SATURDAY A.M.
AND P.M. PAPERS
JULY 25, 1947

EXecutive 2233

A. Philip Randolph, Co-Chairman of the National Council for a Permanent FEPC, today made the following statement commenting on the Senate Labor and Public Welfare Committee's announcement that the Ives-Chavez Bill (S.984) Against Discrimination in Employment would be held in committee until Congress returns from recess, when amendments by members of the full Committee would be considered:

"The Ellender filibuster against long over-due justice in employment opportunity for 20 million Americans has won another delaying action.

"A plan for rendering this bill meaningless and passing it in that form next year is now in the making and will be exposed shortly, by the National Council for a Permanent FEPC.

"As Co-Chairman of the National Council for a Permanent FEPC, I will make a full report on the steps by which the defenders of discrimination in employment, aided by appeasement, have prevented this bill from being reported out of Committee. This report will be presented next week to the members of the Council's Board of Directors, affiliated and co-operating organizations and the public.

"The fight for justice in employment will continue. We can win, not a meaningless and insulting legislative gesture, but an effective law. The fate of this bill is in the hands of the minorities and of all Americans of good will. Success depends upon information and organization. Both must be stepped up immediately."

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RELEASE THURSDAY PM"s, February 12, 1948 No. 14

Washington, D. C.
February 7, 1948

REPORT FROM WASHINGTON

BY SENATOR JOSEPH H. BALL

Dear Friends,

The Ives bill, S. 984, "to prohibit discrimination in employment because of race, religion, color, national origin or ancestry" was recommended to pass recently by the Senate Labor and Public Welfare committee by a vote of 7 to 5. I voted against reporting the bill. Previously, I had moved that the bill be referred back to the subcommittee with instructions to eliminate the compulsory features. That motion lost 6 to 5.

Although even its proponents concede that there is not the slightest chance of S.984, sometimes called the FEPC or Fair Employment Practices Commission bill, ever passing at this session of Congress, it will be the subject of plenty of political controversy and I would like to make my own position clear.

The heart of the bill is section 5, which makes it an unlawful employment practice for an employer "to refuse to hire, to discharge, or otherwise to discriminate against any individual with respect to his terms, conditions, or privileges of employment, because of such individual's race, religion, color, national origin or ancestry".

With the purpose of the bill, which is to move toward elimination of racial and religious discrimination in employment, I have no quarrel. Such discrimination not only violates our religious tenets, but it also results in an economic waste to society. The government tried, with some success, to lessen such discrimination during the war through the FEPC set up by executive order. The compulsion in that case was the threat of losing federal contracts.

In 1946, a bill to establish a permanent FEPC was reported out, with compulsory powers for the commission. I supported it at that time, although then I had some doubts about the compulsory features and planned to support amendments on the floor. However, a filibuster defeated the bill before any amendments could be considered. And until we can change our Senate rules, and any proposed change in the rules is subject to unlimited debate, any proposal to give the federal government compulsory powers to deal with race problems will be defeated by filibusters of southern senators. Until northerners have experienced the almost fanatic determination of southerners on this issue, it is difficult to understand how 16 or 18 senators can block action. But the fact that they can and will do so is recognized by all senators.

All proponents of the bill contend that its educational and conciliation features are the most important and would be most used, but argue the compulsion is necessary to make the educational work effective. That was my own position in 1946. Frankly, I have changed my mind, because the more I thought through the issue the more I became convinced that giving a federal agency the power to determine that an employer had refused to hire some individual, or to promote one of his employees, because of racial or religious discrimination, with the added power to order reinstatement or hiring of the individual, would be likely to create more abuses than it would cure.

An employer's freedom to hire and promote employees whom he thinks are most efficient and will contribute most to his enterprise, is vital to the whole system of free enterprise. There is no way for a federal agency to determine factually what motivated an employer in hiring or promoting. Its decision necessarily would have to be arbitrary, but it would very drastically limit that employer's freedom and the freedoms and rights of employers are just as important in a free system as those of employees.

That reasoning, plus my conviction that it was impossible to pass a bill with compulsion in it and that consequently to support it would be a futile political gesture at this time, is why I voted against the FEPC bill in committee. I think it is important because the FEPC bill is similar to other proposals to have the government, using compulsion, move into fields which have hitherto been regarded as reserved for freedom of individual choice.

Sincerely,

Joseph H Ball

Joseph H. Ball

Column

1. 10 days
2. no conf till returns
3. March conference
4. News letter

Political activity, March 10 meeting

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1. not priority but tactics
2. letter to all Reps
3. " " groups
4. Campaign committee
5. Ex order
6. Personnel
7. meetings –
8. Democrats –
9. Labor Committee –
10. Stassen –
11. Manuals –
12. Strategy Committee –

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RELEASE THURSDAY PM"s, February 12, 1948 No. 14

Washington, D. C.
February 7, 1948

REPORT FROM WASHINGTON
BY SENATOR JOSEPH H. BALL

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Circulate Return to FILE

FEB 16 1948

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Sincerely,

Joseph H Ball

Joseph H. Ball

The Washington Afro-American, February 14, 1948

Sen. Ball Explains FEPC Bill Action

Minn. Senator Casts Vote Against Measure

MINNEAPOLIS — Sen. Joseph H. Ball (Rep., Minn.), who was considered one of the staunchest supporters for strong FEPC legislation, failed his constituents by voting against the Ives fair employment practices bill in the Senate Committee which last week passed it by a 7-5 vote.

The bill, which was reported out of hearing favorably last Thursday by the Labor and Public Welfare Committee despite the Minnesota Senator's defection, creates a five-man Federal fair employment commission.

The commission would be empowered to eliminate discriminatory employment practices based on race, color, religion, national origin and ancestry through conference, conciliation and persuasion.

Could Bring Court Action

If these methods failed, the commission would be empowered to hold hearings and to apply to Federal courts for "cease-and-desist" orders.

Questioned about his changed attitude toward fair employment practice legislation by Cecil E. Newman, editor of the St. Paul Recorder-Minneapolis Spokesman, Senator Ball on Feb. 4 telegraphed:

"I have supported in the past FEPC legislation including the coercive [illegible]

"I [illegible] set up any [illegible] by which any commission or court can determine whether an employer hired, fired or promoted an individual because of racial or religious prejudice.

"The decision, therefore, would be an arbitrary one and tend towards the destruction of freedom.

"I am convinced such coercive powers would limit our rights and freedoms far more than it would expand them. That is my major reason for changing my position and I freely admit it is a change.

Doubts Bill Will Pass

"The second and almost equally persuasive reason for objecting to the granting of coercive powers to the Federal government in this field is the intentionally practical one that there isn't the slightest chance of enacting such a law.

"At least 15 or 18 southern Senators would filibuster and it would [illegible] to break such a filibuster. Therefore if legislation is really wanted it must begin with the educational and conciliation features of the proposed bill."

FORMER JUSTICE ROBERTS

NEWS RELEASE

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President

BENNIE SMITH
2nd International Vice-President

BROTHERHOOD of SLEEPING CAR PORTERS
Affiliated With the A. F. of L.

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President

C. L. DELLUMS
4th International Vice-President

217 WEST 125th STREET • Phone: MO 2-5080 • NEW YORK 27, N. Y.

NCFEPC
press
release

RANDOLPH SAYS DEMOCRATS AND REPUBLICANS STALLING ON FEPC

New York, N. Y., April 27, 1950

An unholy alliance of Democratic and Republican senators and congressmen, not only in the South but in the North, is responsible for the stalling on, and betrayal of, FEPC legislation before Congress, said A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters.

Without the slightest evidence of sincere concern about the fate of the great mass of Negro workers and other minorities, the leadership of both the Democratic and Republican Parties have exhibited a notorious callousness to appeals for action on the McGrath Bill S 1728 and the legislation is being permitted to die by the painless but effective operation of indifference and inattention.

The only remedy for this inaction by Republicans and Democrats in the Senate is a continuous blistering blast of criticism and ceaseless exposure of the transparent hypocritical tactics of majority democratic leader of the Senate, Scott W. Lucas and Republican leaders Taft of Ohio and Wherry of Nebraska.

This utter and miserable failure on the part of both parties to live up to their platform pledges on FEPC is a blow especially to Negroes at this time of a sharp upturn in unemployment as a result of the existing industrial recession which is observable in all of the metropolitan centers of the country, and should be remembered when Negroes go to the polls in the next election in 1950.

National Council for a
Permanent *FEPC* in cooperation with the
NATIONAL EMERGENCY
CIVIL RIGHTS MOBILIZATION
• • • *dedicated to the enactment of fair employment practice legislation*
930 F St., N.W., Washington 4, D.C. • Telephone: Executive 2233

May 5, 1950

FOR IMMEDIATE RELEASE

TO: ALL FRIENDS OF FEPC

FROM: A. PHILIP RANDOLPH AND ROY WILKINS

A Call To Action

Since the opening day of Congress, we have been pressing for Senate consideration of FEPC. That time is now at hand.

FEPC can be passed if we secure 64 votes for cloture.

This is an all-out challenge. It requires an all-out effort. THE TIME FOR ACTION IS NOW.

It now seems certain that FEPC will reach the Senate floor on Friday, May 5, or during the week of May 8. The crucial test will take place about 10 days later when an effort will be made to break the inevitable filibuster by invoking cloture.

Under the new Senate rules, a minimum of 64 votes is required for cloture. With 22 southern and border state Senators unalterably opposed to cloture, it will be necessary to secure support for cloture from all but 10 of the remaining members.

To accomplish this will require an unprecedented effort on the part of every organization and individual who believes in the democratic process and equality of opportunity.

We urge that you act immediately on the suggestions listed on the following page, and that you see to it that all your branches, chapters, locals, and individual members do the same.

(See following page)

OEIU #2 (AFL)

1. Write to President Harry S. Truman

Recall his pledge that FEPC would be brought to a vote "if it takes all summer" - and urge that he throw the full weight of the Administration behind the effort to invoke cloture and to keep FEPC on the floor until a vote is had.

2. Write to William Boyle (Chairman, Democratic National Committee, Ring Building, Washington, D.C.) and to Senate Majority Leader Scott W. Lucas (Senate Office Building, Washington, D.C.)

Remind them of their party platform pledge on FEPC - and urge that they implement that pledge by exerting their utmost influence towards securing solid Democratic support for cloture.

3. Write to Guy Gabrielson (Chairman, Republican National Committee, 1337 Connecticut Avenue, N.W., Washington, D.C.), to Senate Minority Leader Kenneth S. Wherry and to Robert A. Taft (Chairman, Republican Policy Committee, Senate Office Building).

The Republican leadership has insisted that cloture can be applied successfully under the new (Wherry Resolution) Senate rule. Tell them that you will consider the cloture vote on FEPC to be the test of that rule and that you expect them to redeem their pledge of at least 35 Republican votes for cloture.

4. Write to your Senators

Let your Senators know that you expect them to vote for cloture so as to allow the FEPC bill to be voted on its merits and that you will consider absence as equivalent to a vote against cloture.

5. Write or visit the party leaders in your precinct, ward, city county, and state Republican and Democratic organizations. Let them know that you will judge their party's candidates in November by their party's performance on cloture and FEPC.

The above steps can and should be taken by every individual member of your organization. Individual action, however, is not enough. The community as a whole must be made aware of the threat to democratic government implicit in the filibuster, in order that the whole community may be mobilized in support of cloture. Following are a few suggested steps:

1. Contact other civic, religious, labor and veterans organizations to send letters to Senators, party leaders, etc. and to develop a coordinated community-wide program.

2. Organize forums, mass meetings, rallies, etc. (Try to have resolutions adopted at such meetings and forwarded to your Senators and party leaders).

3. Attempt to have your city council adopt a resolution calling upon the Senate to invoke cloture in order to permit the FEPC bill to be brought to a vote. (Make sure that copies are sent to your Senators)

4. Request ministers, priests and rabbis to devote sermons to the subject.

5. Try to get editorials in your local press and public statements from prominent individuals in support of cloture. (Many newspapers and individuals who do not favor FEPC can nevertheless be prevailed upon to come out in support of cloture on the ground that the use of the filibuster as a means of preventing the Senate from acting on a measure constitutes a serious threat to democratic constitutional government.

6. Advise us immediately of all commitments or other replies from Senators and political leaders. Send copies of resolutions, editorials and significant speeches. Only if we are kept continuously informed will we be able to plan and act soundly and effectively.

OEIU #2 (AFL)

National Council for a
Permanent FEPC in cooperation with the
NATIONAL EMERGENCY CIVIL RIGHTS MOBILIZATION

• • • *dedicated to the enactment of fair employment practice legislation*

901 F St. N.W., Washington 4, D.C. • Telephone: Executive 2233

WM AA UC
WAL SS AW
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May 19, 1950

MAY 24 1950

THE FIGHT FOR FEPC GOES ON--

ROUND 3 COMING UP!

"Both Republican and Democratic parties are playing hide-and-seek with FEPC", A. Philip Randolph and Roy Wilkins, spokesmen for organizations supporting FEPC, said after the unsuccessful 52-32 vote to break the Dixiecrat filibuster against the motion merely to take up FEPC.

In separate statements, CIO President Philip Murray and AFL President William Green joined Randolph and Wilkins in demanding that FEPC be kept before the Senate until cloture is voted and final debate and vote held on the bill itself, even if, in President Truman's words, "it takes all summer."

Senate Majority Lucas announced, immediately after the vote, which was 12 short of the 64 needed under the new cloture rule adopted March 11, 1949, that FEPC is still the Senate's pending business, although other bills may be dealt with, and that FEPC will be brought to a cloture vote again when more Senators can be counted on to be present. If all those Republicans and Democrats absent today who were reported to favor cloture had been here, there would have been 63 votes for cloture. With a vote that close, Republican and non-southern Democratic leadership should be able to tip over the one remaining necessary vote.

ACTION REQUESTED:

1. If either of your Senators voted RIGHT, for cloture, give him a hand now and ask him to pledge himself to be present and vote for cloture next time.
2. If either one voted WRONG, ask him to reconsider and be present and vote RIGHT next time.
3. If either was absent, point out that, in effect, he voted against cloture, for the filibuster and against FEPC, and ask him to be present and vote for cloture next time.
4. Keep pouring in letters, resolutions, etc., to your Senators. We are in this FEPC fight for the duration, "even if it takes all summer."

(SEE ROLL CALL ATTACHED)

Rule Ky, Okla, Ariz, Nev, Md, Mo

1. Southern strength
2. No conviction
3. Poor administration

Tactic – answer the charges
– rule vs Rep showing
– Continuation – analysis of vote
– 100 years

OEIU #2 (AFL)

ROLL CALL ON SENATE VOTE FOR CLOTURE

FRIDAY MAY 19, 1950

RIGHT

Voted RIGHT (for the motion to-close-debate-on-the-motion-to-take-up-the-FEBC-Bill) - 52

Aiken (R.,Vt.)
Anderson(D.,N.Mex.)
Benton(D.,Conn.)
Brewster(R.,Me.)
Bricker(R.,Ohio)
Butler(R.,Nebr.)
Cain(R.,Wash.)
Capehart(R.Ind.)
Cordon(R.,Ore.)
Darby(R.,Kansas)
Donnell(R.,Mo.)
Douglas(D.,Ill.)
Dworshak(R.,Idaho)
Ferguson(R.Mich.)
Flanders(R.Vt.)
Gillette(D.,Iowa)
Green(D.R.I.)
Hendrickson(R.,N.J.)
Hickenlooper(R.,Iowa)
Humphrey(D.Minn.)
Hunt(D.Wyo.)
Ives(R.N.Y.)
Jenner(R.Ind.)
Kem(R.Mo.)
Kilgore(D.,W.Va.)
Knowland(R.,Calif.)
Leahy(D.R.I.)
Lehman(D.N.Y.)
Lodge(R.Mass.)
Lucas(D.Ill.)
Magnuson(D.Wash.)
Martin(R.Pa.)
McCarthy(R.Wis.)
McMahon(D.Conn.)
Myers(D.Penn.)
Neely(D.W.Va.)
O'Conor(D.Md.)
O'Mahoney(D.Wyo.)
Saltonstall(R.Mass.)
Schoeppel(R.Kans.)
Smith(R. Me.)
Smith(R. N.J.)
Taft(R.Ohio)
Taylor(D.Idaho)
Thomas(D.Utah)
Thye(R.Minn.)
Tobey(R. N.H.)
Vandenberg(R.Mich.)
Watkins(R.Utah)
Wherry(R.Nebr.)
Wiley(R.Wis.)
Williams(R.Del.)

WRONG

Voted WRONG(against cloture) -- 32

Bridges(R. N.H.) ✓
Byrd(D.Va.)
Chapman(D. Ky.) ✓
Connally(D.Tex.)
Eastland(D.Miss.)
Ecton(R.Mont.) ✓
Ellender(D.La.)
Fulbright(D.Ark.)
George(D. Ga.)
Gurney(R. S.D.) ✓
Hayden(D.Ariz.) ✓
Hill(D.Ala.)
Hoey(D. N.C.)
Holland(D.Fla.)
Johnson(D.Colo.) ✓
Johnson(D.Tex.)
Johnston(D. S.C.)
Kefauver(D.Tenn.)
Kerr(D.Okla.) ✓
Long(D. La.)
Malone(R.Nev.) ✓
Maybank(D. S.C.)
McCarran(D.Nev.) ✓
McClellan(D.Ark.)
McFarland(D.Ariz.)
McKellar(D.Tenn.)
Mundt(R. S.D.) ✓
Robertson(D.Va.)
Russell(D.Ga.)
Sparkman(D. Ala.)
Stennis(D.Miss.)
Young(R. N.D.) ✓

ABSENT (but in effect -- voting against cloture and for the filibuster against FEPC) -- 12

Chavez(D. N. Mex.)
Downey(D.Calif.)
Frear(D. Del.) ✓
Graham(D. N.C.)
Langer(R. N.D.)
Millikin(R. Colo.)
Morse(R. Ore.)
Murray(D. Mont.)
Pepper(D. Fla.)
Thomas(D. Okla.)
Tydings(D. Md.)
Withers(D. Ky.)

Of those absent, Morse who had a primary May 19, Murray whose wife had died two days earlier and Graham who was ill had valid excuses for not being present and voting.

OEIU #2 (AFL)

NEWS RELEASE

A. PHILIP RANDOLPH
International President

MILTON P. WEBSTER
1st International Vice-President

BENNIE SMITH
2nd International Vice-President

BROTHERHOOD of SLEEPING CAR PORTERS

Affiliated With the A. F. of L.

ASHLEY L. TOTTEN
International Secretary-Treasurer

E. J. BRADLEY
3rd International Vice-President

C. L. DELLUMS
4th International Vice-President

217 WEST 125th STREET • Phone: MO 2-5080 • NEW YORK 27, N. Y.

Nc Press Release

New York City, July 17, 1950

The following telegram was sent to President Truman today by A. Philip Randolph, Co-Chairman of the National Council for a Permanent Fair Employment Practice Committee, in the interest of getting President Truman to set up a war-time FEPC.

In light of the experience Negroes and other minorities had in World War II with discrimination in getting employment in war industries which resulted in nation-wide urging upon the late President Franklin D. Roosevelt by Negro movements, church, labor, business, civil and educational that an Executive Order be issued to establish a Fair Employment Practice Committee to eliminate discrimination on account of race, color, religion, national origin or ancestry, and because of the great service this Committee rendered in bringing about better race relations in war employment which served to accelerate and increase munitions production, I want to request and urge that you set forth in your message to Congress on the Korean conflict, a plan to issue an Executive Order similar to President Roosevelt's 8802, and that a war-time Committee on Fair Employment Practices be set up thereunder, composed of seven members, representing minorities, labor, business and government, as an integral and essential factor in the mobilization of manpower to win the war against North Korean Communist aggression, sponsored by Russian Stalinist tyranny. Such action at this hour, would not only serve a just cause at home and strengthen our American bastion of democracy, but also help to disarm Communist Russia, which is already exploiting the defeat of Fair Employment Practice legislation in the Senate on July 12th by the Dixiecrats, with a view to winning the minds and allegiance of the Negro and peoples of color in Asia, Africa and the West Indies.

FROM; CIO COMMITTEE TO ABOLISH DISCRIMINATION
George L. P. Weaver, Director
718 Jackson Place, N.W., Washington, D. C. EX 5581

FOR IMMEDIATE RELEASE, THURSDAY, AUGUST 10, 1950

A delegation representing major national organizations concerned with minority group problems today urged W. Stuart Symington, Chairman of the National Security Resources Board, and Secretary Maurice Tobin of the Department of Labor to include in mobilization planning provisions for full and equitable utilization of all manpower, without discrimination.

The group of twelve, headed by A. Philip Randolph, Co-chairman of the National Council for FEPC, and Walter White, Secretary of the National Association for the advancement of Colored People, pointed out that in contrast to the situation in 1940 when there were 9 million unemployed, the nation has today a high level of employment and a rapidly dwindling pool of available labor.

"If we are to use this supply efficiently", Randolph declared, "there must be no discrimination against applicants for employment because of race, religion or national origin. Each man must be used at his top skill and be given an opportunity to develop skills".

Secretary Tobin confirmed the manpower situation, saying that in a few months the nation would "be reaching the bottom of the barrel".

Randolph said that action by the government to erase discrimination in employment in this crisis situation "would supplement the guns and planes and men fighting the Korean war and in fact, as far as Asia is concerned, would be as important as our military operations".

He said definite action rather than policy pronouncements would bolster the morale of both civilians and soldiers, and would "deprive the Soviet Union of one of its most effective anti-American propaganda weapons".

Chairman Symington and Secretary Tobin asked the group to submit a memorandum and promised early consideration of any recommendations made to them.

The delegation, in addition to Messrs. White and Randolph, included: George L. P. Weaver, Congress of Industrial Organizations; Elmer W. Henderson, American Council on Human Rights; John H. Ives, Federal Council of Churches of Christ in America; Will Maslow, National Community Relations Advisory Council; Lewis G. Hines, American Federation of Labor; Violet M. Gunther, Americans for Democratic Action; George K. Hunton, Catholic Interracial Council; Arnold Aronson and Roy Wilkins, National Council for FEPC; and Clarence Mitchell, Director of the Washington Bureau of the NAACP.

OCT 30 1950

NATIONAL COUNCIL FOR A PERMANENT FEPC
930 F Street, N. W.
Washington, D. C.
EXecutive 2233

FOR RELEASE FRIDAY A.M. PAPERS

October 27, 1950

IM___ [✓ AA]___ JC___ CL___
WAL___ SS___ AV___
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The following wire was sent October 26, 1950 to Senators and candidates for the Senate:

> MEMBERSHIP OF OUR ORGANIZATIONS INTERESTED ATTITUDE ALL SENATORIAL CANDIDATES FOLLOWING QUESTIONS. PLEASE WIRE ANSWERS NOT LATER THAN NOVEMBER 1.
>
> WILL YOU SUPPORT SENATE RULES CHANGE TO PERMIT LIMITATION ON DEBATE AFTER REASONABLE TIME BY MAJORITY OF THOSE VOTING?
>
> WILL YOU SUPPORT FEPC LEGISLATION WITH COURT ENFORCEMENT?

A. Philip Randolph, Chairman
National Council for a Permanent FEPC
217 W. 125th St., Room 301, New York

Walter White, Executive Director
National Association for the
Advancement of Colored People

Lewis Hines, Assistant to the President
American Federation of Labor

James B. Carey, Secretary-Treasurer
Congress of Industrial Organizations

#########

PRESS RELEASE:
SATURDAY, JUNE 16, 1951
10:30 A.M.

FRANKLIN DELANO ROOSEVELT'S GRAVE
HYDE PARK, NEW YORK

TRUMAN URGED TO HONOR ROOSEVELT'S WORLD WAR 11 FEPC BY SIMILAR ACTION IMMEDIATELY

A. Philip Randolph, Co-Chairman of the National Council for a Permanent FEPC and International President of the Brotherhood of Sleeping Car Porters, praised the memory of the late President Franklin Delano Roosevelt for his Executive Order 8802 on June 25, 1941 outlawing discrimination in government and defense industries during World War 11. Speaking to a group of leaders representing civic, religious and labor organizations, and in the presence of Mrs. Eleanor Roosevelt, Randolph memorialized President Roosevelt for his contributions to the cause of fair employment practice.

At the same time, Mr. Randolph called for action by President Truman to duplicate the efforts of his predecessor by issuing an executive order establishing a FEPC to deal with the current defense mobilization effort.

Mr. Randolph said, "Not withstanding the fact that billions of dollars are daily being spent to mobilize the nation's economic defense efforts, racial and religious discrimination in hiring, upgrading and training in defense industries and government service is still nation wide. Discrimination against citizens of minority status weakens our country's efforts to combat the communist propaganda and prohibits total mobilization efficiency."

Continuing Mr. Randolph said:

"President Truman in the interests of the national welfare, should forthwith issue an FEPC Executive Order. His speeches and statements long ago should have materialized in action. An FEPC executive order would help to demonstrate to the world the richness of our democratic society. Billions of non-white peoples the world over would recognize such action as an indication that the United States offers equality of opportunity to all, irrespective of race, religion or color. Wiping out racial discrimination in employment will reassure our men in the armed forces that jim crow in American factories, offices and government service is not nullifying the ideals for which they are fighting."

Statement Issued at Hyde Park on Saturday, June 16th at 11 A.M. by Judge Justine Wise Polier on behalf of the American Jewish Congress

The Executive Order establishing the wartime Fair Employment Practices Commission, issued by President Franklin Delano Roosevelt ten years ago, was the first Presidential Executive Order since the Emancipation Proclamation designed to combat the un-American evil of racial and religious oppression. By giving reality to the principle of equality, the order changed the concept of fair employment from an ideal to a nation-wide movement which has already registered enduring gains and will ultimately win complete victory. By President's Roosevelt's action, employment opportunity was given to hundreds of thousands of workers who would otherwise have been kept from contributing to the national defense, solely because of their race or religion, and millions of workers were given an effective demonstration of democracy at work. Our country's present defense effort demands similar action by President Truman without further delay.

Statement by Walter White, Executive Secretary, National Association for the Advancement of Colored People at grave of Franklin Delano Roosevelt, Hyde Park, New York, Saturday, June 16, 1951, upon the occasion of the laying of a wreath by organizations comprising the National Council for a Permanent FEPC commemorating the 10th anniversary of the signing of the first FEPC Order.

I most fervently wish that the courage which Franklin Delano Roosevelt exhibited in issuing Executive Order 8802 ten years ago could be reborn in Washington today.

There was a time when machinery to abolish racial and religious discrimination in employment was considered desirable; today the survival of and world faith in democracy depend upon it. Either the United States is going to achieve maximum production of war and peace materials or it will cease to exist.

That is the choice which faces America today. It is the decision which a reluctant Congress and administration must make.

STATEMENT ISSUED AT HYDE PARK, N.Y. - 11:00 A.M. JUNE 16, 1951

by Richard Maass, representing the
American Jewish Committee

Richard Maass, of White Plains, member of the Executive Commitee of the American Jewish Committee said:

"The American Jewish Committee, which I have the honor to represent here today, urges President Truman to promulgate an Executive Order establishing a Commission to implement the government's policy of non-discrimination in defense production. We do so in concert with many other individuals and groups who believe that the right to equality of treatment and opportunity in employment is basic to our democracy and to our free economy.

"Today, just as ten years ago when President Roosevelt issued his historic Executive Order settung up the first FEPC, we cannot afford discrimination in employment. We must use our manpower resources to the maximum to produce the goods and services needed to keep our domestic economy functioning while we once again mobilize for defense of our way of life. The soldier on the Korean battlefield doesn't ask whether the gun he depends upon for his very life was produced by Protestant, Catholic or Jew or whether the man on the assembly line is white or black.

"Our international prestige is also at stake," Mr. Maass said. "A majority of the peoples of the world, on whom we depend in our struggle against Communism, are men and women whose skins are dark. To win and keep their loyalty, we must practice as well as preach democracy."

* * * * *

List of Participants in Wreath Laying Ceremony on Grave of President Roosevelt at Hyde Park, June 16, 1951, in Commemoration of the Tenth Anniversary of his issuance of Executive Order 8802 establishing the Fair Employment Practice Committee on June 25, 1941.

A. Philip Randolph, Co-chairman	NATIONAL COUNCIL FOR A PERMANENT FEPC
AMERICAN CIVIL LIBERTIES UNION	Patrick Murphy Malin
AMERICANS FOR DEMOCRATIC ACTION	Martin Rosenberg
AMERICAN FEDERATION OF LABOR	James Burke
AMERICAN JEWISH COMMITTEE	Richard Maas
AMERICAN JEWISH CONGRESS	Judge Justine Wise Polier
AMERICAN VETERANS COMMITTEE	Harry Shugar
ANTI-DEFAMATION LEAGUE	Dr. Harry Selden
CONGRESS OF INDUSTRIAL ORGANIZATIONS	Howard Robinson
JEWISH LABOR COMMITTEE	Adolph Held
JEWISH WAR VETERANS	Hyman Bravin
NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	Walter White Roy Wilkins
NATIONAL COMMUNITY RELATIONS ADVISORY COUNCIL	Isaiah Minkoff
NATIONAL COUNCIL FOR PERMANENT FEPC	Arnold Aronson
NATIONAL COUNCIL OF JEWISH WOMEN	Mrs. Herman B. Levine
NATIONAL COUNCIL OF NEGRO WOMEN	Dr. Dorothy B. Ferebee
NATIONAL URBAN LEAGUE	Harvey Kerns
NEW YORK COUNCIL FOR FEPC	Jules Cohen
PROTESTANT INTERRACIAL CHURCH	Rev. Gary Oniki

Suggested editorial for June 25, 1951

BOOST FOR DEFENSE

History has a strange way of linking seemingly unconnected events. June 25 marks the first anniversary of the Communist attack on the Republic of Korea. It also marks the tenth anniversary of the famous presidential Executive Order #8802, which created the first Federal Fair Employment Practices Commission, in 1941.

That emergency measure, which guaranteed Americans of all races, creeds and ancestries an equal chance in the defense effort, lapsed at the end of World War II. But the present manpower picture, our ever-growing military commitments and our position of moral leadership in the world, all point to the need for an early revival of a Federal FEPC at this time.

From the viewpoint of production alone, we cannot afford continued discrimination in employment. Our available manpower is far short of defense needs. Every pair of skilled hands is at a premium. Whether those hands be white or black; whether they belong to Protestant, Catholic or Jew, is of no concern to soldiers waiting for equipment.

Equally important is our international prestige. What is the picture we present to our allies overseas? Many of those we depend upon in this struggle against communism are men and women whose skins are dark. They want to be sure that when we talk democracy, we also practice it.

It's time for the man from Missouri to show them. A presidential Executive Order to set up a new Federal FEPC is the logical answer to many needs. And the sooner the better.

Suggested editorial for June 25, 1951

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It's time for the man from Missouri to show them. A Presidential Executive Order to set up a new Federal FEPC is the logical answer to many needs. And the sooner the better.

The following letter is designed to be sent to President Truman and released to the press on June 25 over the signatures of the presidents or chairmen of such organizations as the ACLU, ADA, AFL, American Jewish Committee, American Jewish Congress, Anti-Defamation League, AVC, CIO, Jewish Labor Committee, NAACP, National Catholic Welfare Conference, NCRAC, National Council of Churches of Christ, National Council for a Permanent FEPC, National Urban League.

Please advise me no later than June 20 whether the head of your organizations will consent to be a signatory.

ARNOLD ARONSON

June 25, 1951

Dear Mr. President:

Today, the first anniversary of the Communist invasion of the Republic of South Korea, also marks the 10th anniversary of the issuance of Executive Order 8802 by President Roosevelt establishing the federal Fair Employment Practice Committee. That Committee, as you wrote in accepting its final report, "performed an important war service" and attained "a degree of effectiveness which has shown once and for all that it is possible to equalize job opportunity by governmental action."

② [" Today, as on June 25, 1941," the telegram said, "the free world is threatened by a totalitarianism bent on world domination. Today, as 10 years ago, our national security demands the maximum utilization of all our resources - material and human. Today, as 10 years ago, discriminatory employment practices lessen our productive capacity, provide fuel for our enemies' propaganda machine and violate the principles of liberty and human dignity for which Americands of every race, creed and color are once again bravely sacrificing their lives."

① On this 10th anniversary of Executive Order 8802, the undersigned respectfully urge that you [issue an] Order establishing a new FEPC to assure to every American, regardless of race, religion or national origin, an equal opportunity to contribute his utmost skills and talents to the production of the tools and weapons so urgently needed by our armed forces, and to demonstrate to the peoples of the world that the United States is the exemplar as well as the exponent of democracy."]

Respectfully yours,

For Release Monday, June 25, 1951

NATIONAL COUNCIL FOR A PERMANENT FEPC
Room 4107 - 295 Madison Avenue, N.Y. (Mu 5- 1606)
(Weekend contact Al Vorspan-Franklin 4-1007)

On the eve of the 10th anniversary of the promulgation in 1941 of the late President Roosevelt's Executive Order establishing the World War II Fair Employment Practice Committee, the heads of 16 major national religious, labor, civic and veterans organizations joined in an appeal to President Truman to "issue an Order establishing a new FEPC to assure to every American, regardless of race, religion or national origin, an equal opportunity to contribute his utmost skills and talents to the production of the tools and weapons so urgently needed by our armed forces, and to demonstrate to the peoples of the world that the United States is the exemplar as well as the exponent of democracy."

The appeal which was wired to the President yesterday was signed on behalf of their respective organizations by

Patrick Murphy Malin, Executive Director - American Civil Liberties Union
Francis Biddle, Chairman - Americans for Democratic Action
William Green, President - American Federation of Labor
Jacob Blaustein, President - American Jewish Committee
Rabbi Irving Miller, President - American Jewish Congress
Judge Meir Steinbrink, Chairman - Anti-Defamation League
Michael Straight, Chairman - American Veterans Committee
Harold Russell, National Commander - Amvets
Philip Murray, President - Congress of Industrial Organizations
Adolph Held, President, Jewish Labor Committee
Henry Albert, National Commander - Jewish War Veterans
Walter White, Secretary - National Association for the Advancement of Colored People
Irving Kane, Chairman - National Community Relations Advisory Council
A. Philip Randolph, Cochairman - National Council for a Permanent FEPC
Lloyd K. Karrison, President - National Urban League
Rabbi Bernard J. Bamberger, President - Synagogue Council of America

"Today as on June 25, 1941," the telegram said,

> "the free world is threatened by a totalitarianism bent on world domination. Today, as 10 years ago, our national security demands the maximum utilization of all our resources - material and human. Today, as 10 years ago, discriminatory employment practices lessen our productive capacity, provide fuel for our enemies' propaganda machine and violate the principles of liberty and human dignity for which Americans of every race, creed and color are once again bravely sacrificing their lives."

The telegram to the President highlighted the observances which are being held in a number of communities in commemoration of the 10th anniversary of the issuance of President Roosevelt's historic Executive Order 8802.

At Hyde Park, N.Y., representatives of more than a score of organizations participated in a solemn ceremony at which a wreath was placed on the late President's grave by A. Philip Randolph, international president of the Brotherhood of Sleeping Car Porters, and a prime mover in the public demand which gave rise to the issuance of Executive Order 8802. In a moving address, Mrs. Eleanor Roosevelt, wife of the late President urged the assembled delegates to intensify their efforts to establish equality of opportunity for all Americans without regard to race, creed or national origin. Drawing upon her experience as the United States member on the U.N.Human Rights Commission, Mrs. Roosevelt emphasized that racial and religious discrimination is no longer a problem of purely domestic concern but an issue of "profound international significance."

By proclamation of Mayor Vincent Impelliteri, today is Fair Employment Day in New York City. Last Wednesday, the N.Y.City Council unanimously adopted a resolution memorializing President Truman to create a new federal Fair Employment Practices Commission. Similar proclamations and resolutions were promulgated by a number of other mayors and city governments.

The resolution unanimously adopted by the Cleveland City Council on June 11 is typical of those adopted elsewhere. Noting that June 25 marks the "first anniversary of the Communist attack on the Republic of South Korea" as well as the 10th anniversary of Executive Order 8802, the resolution continues:

> "RESOLVED, that the City Council of the city of Cleveland hereby calls upon the President of the United States to issue a new Executive Order, creating a Fair Employment Practices Commission empowered to prevent discrimination in the employment of personnel in any business or industry enjoying defense contracts, in order to assure our fighting forces, representing Americans of all races, creeds and colors, the full production they so urgently need and to safeguard for all Americans the equality of opportunity that has always been the American birthright."

In a proclamation designating June 25 as Fair Employment Day in Illinois, Governor Adlai E. Stevenson declared that discrimination in employment "does violence to our democratic beliefs." "In this period of national emergency," the proclamation continues,

> "our state and nation cannot afford the drain upon its human wealth and competence, the inefficient use of our labor force, and the curtailed production of the vitally necessary tools for our defense which are the wasteful results of such discrimination."

Other Governors who issued similar proclamations include Frank Lausche (Ohio), Luther Youngdahl (Minnesota), Paul Dever, (Mass.) and Mennen Williams (Mich.)

Over the weekend, many ministers, priests and rabbis devoted sermons to Fair Employment Practices and a number of meetings, dinners and other ceremonies will take place today in further observance of the FEPC anniversary.

NC-FEPC
Inf

PRESS RELEASE

FEPC AND EMPLOYMENT DEMOCRACY

by A. Philip Randolph

FEPC is not dead. The fight for the principle of fair employment practice through federal legislation, goes on under the guidance of the National Council for a Permanent Fair Employment Practice Committee. Despite the set-back by the notorious filibuster by Southern bourbon Senators, which was an exhibition of government by minority rule of totalitarian vintage, there is a growing body of basic good-will for fair employment practice maintained by federal law.

Our task and responsibility is to broaden and deepen and make more articulate and active this public sentiment. Such is the reason for this demonstration today. This is one of a series of demonstrations across the nation. We are seeking to secure a nation-wide grass-roots expression against government by minority in the Senate and the House Rules Committee.

But, the time is late. We must make haste.

We are fighting desperately to get the 40 or more signers to the Discharge Petition to secure a vote on the FEPC Bill in the House, and then to the Senate for another encounter with the willful band of fascist Dixie Senators, lead by the Man Bilbo. If we fail, we must not quit, for we have just begun to fight. We shall go into the Congressional districts and states of those Congressmen and Senators who refuse to support or appease FEPC and wage a relentless war upon them. We shall make FEPC a major national political issue in the 1946 Congressional campaign. Negro people will apply the test of support or opposition of FEPC to the Congressmen and Senators running for election, regardless of political party label.

We are not satisfied with President Truman's support of FEPC. He has only given lip service. He has not placed the great power of his office back of the bill, nor have the Republicans kept their platform pledge on FEPC. Republicans are holding out on signing the Discharge Petition in the House. Northern Democrats and Republicans have played fast and loose with FEPC, with few exceptions, such as Senators Chavez of New Mexico, Mead and Wagner of New York, Guffey and Myers of Pennsylvania, Wayne Morse of Oregon, Taft of Ohio, Tobey of Maine and a few others. In the House there are Charles LaFollette of Indiana, Joe Baldwin of New York and others.

The passing of FEPC bills will help break the rising tide of racism, intolerance and bigotry in America. Remember, citizens, the flames of racial and religious hatred are mounting higher and higher. Note the revival of the Ku Klux Klan is spread throughout the country.

Following the last world war, there was no federal agency to help break down barriers on account of race, religion and national origin in employment, and there were lynchings in the South and race riots swept the North. When mass unemployment comes again, as it is quite certain to do, the lid on the pot of boiling racial, religious and national origin tensions and troubles, is likely to blow off in the form of serious racial riots and conflicts, especially if there is no hope of fair treatment in the securing of jobs.

Thus, the fight for FEPC is a fight for constructive social peace and justice. The fight for FEPC has brought together Negro, Catholic, Jewish, Protestant, Mexican, Japanese-American, A. F. of L. and CIO citizens for equity in employment. This means much to American democracy.

FOR IMMEDIATE RELEASE

"The National Council for a Permanent FEPC will [illegible] bills for a permanent FEPC to the 80th Congress at the [illegible] opportunity" it was announced today by A. Philip Randolph and Allan Knight Chalmers, co-chairmen of the Council.

"At today's meeting of the National Board of [illegible] said Mr. Randolph, "reports of the progress on plans for a [illegible] reorganization of the Council were given and we have set up [illegible] functional committees that will greatly simplify the various [illegible] of the Council."

At the close of the 79th Congress, the National [illegible] reduced its staff and curtailed its field work but continued [illegible] informational service to persons and organizations interested [illegible]

Mr. Randolph further stated that a director was [illegible] selected to conduct a nationwide fund-raising campaign, and [illegible] committee of lawyers was already at work on the bills to be [illegible] to the 80th Congress.

"We now have several persons under consideration [illegible] position of Executive Secretary of the Council and we are also [illegible] sidering people for other positions on the staff." In fact [illegible] to be in full operation by the time Congress convenes.

"The start of the financial drive will be made [illegible] days," concluded Mr. Randolph.

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At the Annual meeting of the Catholic Layman's Union held in New York City on January 17, 1943, the following resolution was unanimously adopted:

1. We believe that the establishment of the President's Committee On Fair Employment Practice prohibited discrimination in employment in defense industries, and provided a tribunal to which complainants might appeal for redress.

2. The transfer of the President's Committee to the War Manpower Commission curtailed the power and limited the effectiveness of this tribunal. This has been amply demonstrat by the recent order of the War Manpower Commissioner, Mr. McNu in indefinitely postponing the pending hearing to consider the case involving the flagrant discrimination against over two thousand Negro railroad workers.

Therefore, in the interests of justice and national morale we urge the President to take the most effective steps to restore the Fair Employment Committee to its original autonomous jurisdiction answerable only to our Chief Executive.